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THESE PAGES CONTAIN AN ANALYSIS OF COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO'S MANUFACTURING SECTOR REACHED IN JANUARY 1974. THIS REPORT ALSO PROVIDES AN ANALYSIS OF A SELECTED NUMBER OF SETTLEMENTS REACHED IN FEDERAL INDUSTRIES IN THE MONTH OF JANUARY 1974. THE CANADA DEPARTMENT OF LABOUR COPIED AND MAILED THESE PAGES TO THE ONTARIO MINISTRY OF LABOUR.

COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO REACHED DURING JANUARY 1974



Prepared jointly by the Canada Department of Labour

and the Ontario Ministry of Labour

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This report consists of summaries of 20 collectively bargained settlements in Ontario's non-construction industries in January 1974. This report also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 500 employees.

Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

February 26, 1974

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The Goodyear Tire and Rubber Company of Canada Limited at Collingwood - Local 834,
Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effec-
tive from Nov. 3, 1973 to Nov. 2, 1976, covering 300 employees,
settled after a work stoppage. (Previous agreement expired
Nov. 2, 1973).

Wages:	Effective	<u>Nov. 3/73</u>	<u>Jan. 21/74</u>
	General Increases	50¢	
	Additional Adjustments		10¢ for skilled trades in the Mechanical Service Department
	<u>Category "B"</u>		
	Group "B" (includes Hose Assembler)	\$3.11 - \$3.51 (\$2.61 - \$3.01)	\$3.11 - \$3.51
	<u>Category "A"</u>		
	Group "C" (includes Plant Utility)	\$3.31 - \$3.66 (\$2.81 - \$3.16)	\$3.31 - \$3.66
	Electrician (Mechanical Service Department)	\$4.26 - \$4.41 (\$3.76 - \$3.91)	\$4.36 - \$4.51
	Effective	<u>Nov. 3/74</u>	<u>Nov. 2/75</u>
	General Increases	30¢	30¢
	Additional Adjustments	5¢ for skilled trades in Mechanical Service Department	
	<u>Category "B"</u>		
	Group "B"	\$3.41 - \$3.81	\$3.71 - \$4.11
	<u>Category "A"</u>		
	Group "C"	\$3.61 - \$3.96	\$3.91 - \$4.26
	Electrician	\$4.71 - \$4.86	\$5.01 - \$5.16
	Probationary period is 3(4) cumulative months during any 24-month period for employees hired after ratification date. Maximum rates for Group "C" reached after 10¢ increments or part thereof each month, based on merit and for Electrician, after 10¢ increments or part thereof every 3 months based on merit .		
Shift Premiums:	Effective Jan. 21, 1974, 0 - 10¢ - 15¢ (0 - 9¢ - 12¢).		
Lead Hand Premium:	Effective Jan. 21, 1974, 20¢ (10¢) per hour for specified Lead Hands.		
Rest Periods:	Effective Jan. 21, 1974, 20 (previously 10) minute rest period for employee who works 2 hours overtime after regular shift.		

Call-In Pay: Effective Jan. 21, 1974, minimum of 4 (3) hours' pay at regular rate of pay plus premium pay applicable for actual time worked, whichever is greater.

Pay for Attending Plant Safety Programmes or Inspections: Effective Jan. 1, 1974, employer pays one union representative for time lost at regular rate of pay to attend plant safety programmes or plant inspections (new).

Paid Holidays: One additional floating holiday to be selected by employer, is added for a total of 10 (9).

Employee absent due to illness or accident evidenced by doctor's certificate and limited to a 30 (14) day period exclusive of Saturday and Sunday and including designated holiday, shall receive holiday pay.

Paid Vacations: Minimum vacation pay increased to \$70 per week (previously \$60 for male employees and \$50 for female employees).

Bereavement Leave: Brother-in-law, sister-in-law, grandparent or grandchild included in up to 3(1) days' paid leave.

Welfare: Life Insurance and A.D. & D. - Effective as soon as possible, benefits increase to \$7,000 (previously \$6,000 for male employees and \$5,000 for female employees).

Weekly Indemnity Plan - Effective Jan. 1, 1974, benefits increase to \$75 per week for all employees (previously \$60 for male employees and \$50 for female employees), payable from the first day of accident (same) or hospitalization (new) and eighth day of illness for maximums of 36 weeks for employees with less than 2 years' service and 52 weeks for employees with 2 years' service or more.

Major Medical Plan (includes drugs) - Effective as soon as possible, deductibles of \$15 for single and \$30 for married employees removed for drug coverage.

Pension Plan: Basic benefit increases to \$5.50 (\$4.25) per month per year of service.

Early retirement benefits at age 62 to 65 provide \$6.00 per month per year of service up to 25 years' service payable up to and including month in which Statutory Benefit Date (i.e. age 65) occurs.

Basic and "supplementary" pension shown above may be reduced by .4% for each month employee retires prior to age 62.

TEXTILE

Artex Woollens Limited at Hespeler - Local 1153, Textile Workers Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Dec. 8, 1973 to Dec. 7, 1975, covering 243 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 7, 1973).

Wages:	Effective	<u>Dec. 10/73</u>	<u>Dec. 9/74</u>
General Increases	27¢ for all employees except Burlers, Spinners and Winders who receive 18¢		15¢ for all employees except Burlers, Spinners and Winders who receive 10¢
Additional Adjustments	30¢ for Maintenance employees and Loom Fixers; 10¢ for Warperts		25¢ for Maintenance employees and Loom Fixers; 10¢ for Warperts
General Labour	\$2.68 (\$2.41)		\$2.83
Machinist	\$3.24 (\$2.97)		\$3.39
Effective		<u>June 11/75</u>	
General Increases		13¢ for all employees except Burlers, Spinners and Welders, who receive 10¢	
Additional Adjustments		25¢ for Maintenance employees and Loom Fixers; 10¢ for Warperts	
General Labour		\$2.96	
Machinist		\$3.52	
Cost-of-Living Allowance:	Effective June 1, 1974, employees receive an additional 1¢ per hour per 0.5 change in the Consumer Price Index, up to a maximum of 12¢ over 2 years.		
Paid Holidays:	One additional floating holiday is added for a total of 10(9).		
Welfare:	<u>Life Insurance</u> - \$2,000 (\$1,500 for married male employees and \$1,000 for female and single male employees).		
	<u>Weekly Indemnity Plan</u> - Benefits of \$70 (\$60) for married male employees with dependants, \$55 (\$45) for single male employees and female employees with dependants and \$45 (\$35) for single female employees, payable on a 1-4-26 basis.		

Uniroyal Limited, Lindsay Plants, Textile Division at Lindsay - Local 795, Rubber Workers (AFL-CIO/CLC): A 39-month renewal agreement effective from Jan. 15, 1974 to Apr. 15, 1977, covering 212 employees, settled at the bargaining stage. (Previous agreement was to expire July 15, 1974).

Wages:	Effective	<u>Jan. 14/74</u>	<u>July 15/74</u>	<u>Jan. 13/75</u>
	General Increases	25¢	10¢	15¢
	Additional Adjustments	3¢ - 26¢ due to inequity adjustments for some classifications including maintenance		10¢ for skilled tradesmen
	Utility Man	\$3.03 (\$2.78)	\$3.13	\$3.28
	Electrician I	\$4.22 (\$3.71)	\$4.32	\$4.57
	Effective	<u>July 14/75</u>	<u>Jan. 12/76</u>	<u>July 19/76</u>
	General Increases	10¢	15¢	10¢
	Utility Man	\$3.38	\$3.53	\$3.63
	Electrician I	\$4.67	\$4.82	\$4.92

Shift Premiums: Effective July 15, 1974, 0 - 10¢ - 15¢ (0 - 9¢ - 12¢).

Paid Holidays: Effective in 1974, one floating holiday is added for a total of 11 (10).

Welfare: Life Insurance and A.D. & D. - Effective July 15, 1974, \$7,000 (\$6,000) for male employees and \$5,500 (\$4,500) for female employees.

Weekly Indemnity - Effective July 15, 1975, benefits of 66-2/3% up to a maximum of \$113 per week are payable on a 1-8-36 basis for employees with less than 2 years of service and 1-8-52 basis for employees with more than 2 years (previously on a 1-8-30 basis for all employees).

Major Medical Plan - Effective July 15, 1974, deductibles of \$10 (\$25) for single employees and \$20 (\$50) for married employees.

Pension Plan: Effective July 15, 1974, employer continues to pay full cost of basic pension plan, which provides benefits scaled to earnings, ranging from \$4.00 to \$5.25 per month per year of service (previously based on 1% of average monthly earnings). Employer also pays full cost of C.P.P.

Employees on early retirement between ages 62 and 65 receive minimum of \$4.25 per month per year of service up to 25 years service (previously benefits reduced by 0.4% for each month of early retirement preceding 65th birthday).

PRINTING, PUBLISHING AND ALLIED

The Globe and Mail Limited at Toronto - Local 87, Toronto Newspaper Guild

(AFL-CIO/CLC): Three 24-month renewal agreements effective from July 1, 1973 to June 30, 1975, covering 330 Editorial, Maintenance - Delivery and Circulation - Clerical employees, settled at the mediation stage. (Previous agreements expired June 30, 1973).

Wages:

	<u>Effective</u>	<u>July 1/73</u>	<u>July 1/74</u>	<u>Jan. 1/75</u>
Increases		\$7.95 - \$18.00 per week	\$6.20 - \$18.00 per week	\$4.00 per week for certain classifications
Circulation				
Department:	\$97.65 - \$125.75	\$104.60 - \$134.40	\$104.60-\$134.40	
Clerk-Typist	(\$89.70 - \$112.10)			
Editorial				
Department:	\$156.35 - \$253.00	\$167.55 - \$271.00	\$167.55-\$275.00	
Reporter	(\$145.15 - \$245.00)			
Maintenance-				
Delivery	\$237.00	\$255.00		\$259.00
Department:	(\$219.00)			
Electrician				

Probationary period is 3 months, and may be extended an additional 3 months. Clerk-Typist receives first increment after 6 months and maximum rate after 3 years; Reporter reaches maximum rate after 5 annual increments.

Hours of Work:

Discussion to be held on the subject of the four-day week during the term of the agreement.

Paid Vacations:

Effective Apr. 24, 1974, 4 weeks after 9(10) years and 5 weeks (new) after 25 years.

Paid Holidays:

Effective Jan. 1, 1974, employee's birthday is added for a total of 9(8) days with the stipulation that if an additional holiday is declared by government statute, the new holiday will replace the birthday holiday effective Jan. 1, 1975.

Pay for Work on a Paid Holiday:

Effective Feb. 4, 1974, double time (time and one-half) in addition to regular holiday pay.

Jury Duty Leave:

Effective Feb. 4, 1974, employer makes up the difference between pay for subpoenaed witness (and, as previously, pay for jurors) and regular pay.

Bereavement Leave:

Effective Feb. 4, 1974, brother, sister and parent-in-law included in 3 days' paid leave to attend funeral or make arrangements.

Welfare:

Life Insurance - Effective Feb. 4, 1974, employer pays 100% of the premiums for first \$3,000 (\$1,500) coverage and continues to pay approximately 50% of remaining coverage.

OHIP - Effective Feb. 4, 1974, employer pays 100% (50%) of the premiums.

Major Medical Plan (includes Drugs) - Effective Feb. 4, 1974, employer pays 100% (50%) of the premiums for plan with deductible of \$10 for single and \$20 for married employees which replaces former plan with deductibles of \$50 for single and \$100 for married employees.

Dental Plan - Effective Feb. 4, 1974, employer pays 50% (new) of the premiums for basic dental plan, benefits based on the 1973 O.D.A. Schedule of Fees.

Severance Pay: Effective Feb. 4, 1974, maximum increases to 52 (40) weeks' pay.

Mileage Allowance: Effective Feb. 4, 1974, employees required to use automobile on regular basis are reimbursed at a rate of 14¢ (12¢) per mile for the first 300 miles per week and 7¢ (6¢) for each additional mile.

METAL FABRICATING

Procor Limited at Oakville - Local 637, Boilermakers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 24, 1974 to May 24, 1975, with wages effective Jan. 1, 1974, covering 335 employees, settled at the bargaining stage. (Previous agreement was to expire May 24, 1974).

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	62¢ for employees having wage rate of \$3.87 or more; 50¢ for employees with wage rate below \$3.87	10¢
	Experienced Helper	\$3.76 (\$3.26)	\$3.86
	Mechanic "A"	\$5.00 (\$4.38)	\$5.10

Fabricated Steel Products (Windsor) Ltd. at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from Jan. 1, 1974 to Dec. 1976, covering 310 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages :	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
	Increases	50¢	25¢	20¢

Cost-of-Living Fold-In	56¢ of previous cost-of-living was folded into rates, leaving a float of 5¢		
Additional Adjustments	5¢ - 27¢ for some classifications		
Press Operator	\$4.47 (\$3.41)	\$4.72	\$4.92
Welder B	\$4.72 (\$3.66)	\$4.97	\$5.17

Cost-of-Living Allowance: 1¢ per hour per 0.4 change (same formula) in the Consumer Price Index (1961 = 100), to be adjusted quarterly. First 5¢ increase above the 5¢ float to be diverted towards the cost of Dental Plan (new). Allowance is paid weekly (previously quarterly).

Shift Premiums: 0 - 14¢ - 18¢ (0 - 12¢ - 14¢).

Paid Holidays: Effective in 1974, December 27th and 30th are added, providing Christmas to New-Year's shut-down, making a total of 13 (11).

Paid Vacations: 2 weeks after 1(2) years, 3 weeks after 6(8) years, and 4 weeks after 15(18) years.

Vacation pay of 9% (new) after 20 years.

Welfare: Life Insurance - \$7,000 (\$6,000 for male employees and \$4,000 for female employees). Employer pays 100% of the premiums for life insurance of \$1,000 (new) for all retirees.

Weekly Indemnity - \$75 per week (previously \$65 for male employees and \$50 for female employees), payable from the first day of accident and eighth day of illness for a maximum of 52(26) weeks.

Dental Plan - First 5¢ increase, plus any additional money required will be taken from cost-of-living allowance to purchase dental plan when allowance rises by these amounts above the present 5¢ float.

Drug Plan - Plan is more comprehensive.

Pension Plan: \$6.00 (\$4.29) per month per year of service. Present retirees are included.

Supreme Aluminum Industries Limited at Scarborough and Pickering - Employee Council Representatives of Supreme Aluminum Industries Limited (Ind.) A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 335 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>
	General Increases	30¢ per hour for hourly rated employees; \$13 per week for salaried employees
	Wrapper and Packer	\$3.09 (\$2.79)
	Tool and Die Maker	\$4.30 - \$4.99 (\$4.00 - \$4.69)

Probationary period is 3 months. Progression to maximum rates is based on skill.

Layoff: No loss of pay if laid off for up to 2 weeks (new).

Sick Leave: Up to 2 days' paid leave per short-term illness for hourly rated employees (new).

TRANSPORTATION EQUIPMENT

Blackstone Industrial Products Limited at Stratford - Local 1132 Auto Workers (CLC): A 36-month renewal agreement effective from Oct. 1, 1973 to Sept. 30, 1976, covering 375 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired Sept. 30, 1973).

Wages: Settlement pay of \$160, pro-rated during the period from Oct. 1, 1973 to ratification date.

Effective	<u>Jan. 21/74</u>	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>
General Increases	10% on maximum rates	8% on maximum rates	6% on maximum rates
Additional Adjustments	Progression to maximum rates are established and maintained at 5¢ increments for Group II and 10¢ increments for Group X (previously amounts varied).		
Group II (includes Assembler)	\$2.81-\$2.96 (\$2.47-\$2.69)	\$3.05-\$3.20	\$3.24-\$3.39
Group X (includes Electrician)	\$4.10-\$4.40 (\$3.63-\$4.00)	\$4.45-\$4.75	\$4.74-\$5.04

Probationary period is 3 months within 12 consecutive months. Maximum rates for Group II reached after three increments every 15 days (previously after increments at 6, 12 and 22 weeks) and for Group X after three increments every 30 days (previously at 6, 12, 22 and 32 weeks).

Shift Premiums: Effective Jan. 21, 1974, 0-17¢-17¢ (0-15¢-15¢).

Paid Holidays: Boxing Day is added for a total of 11 (10).

Paid Vacations: Vacation pay of 5% (4%) after 1 year, 6%(5%) after 5 years, 7% (6%) after 10 years and 8% (7%) after 15 years.

Welfare: Life Insurance and A.D. & D. - \$5,000 (\$4,000).

Weekly Indemnity Plan - Benefits provide 66-2/3% of earnings up to a maximum of \$113 per week, (previously flat amount of \$60 per week), payable on a 1-8-26 basis.

Sheller-Globe of Canada Limited, Kralinator Filters Division at Preston - Local 4605, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 7, 1973 to Nov. 6, 1975, covering 330 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired Nov. 6, 1973).

Wages	Effective	<u>Nov. 7/73</u>	<u>Nov. 7/74</u>
Increases	9-1/2% for non-incentive workers; 8-1/2% for incentive workers	7% with minimum increases of 20¢	
General Assembler A	\$2.67 (\$2.44)		\$2.85
Electrician	\$4.36 (\$3.98)		\$4.67

Overtime Pay: Double time (new) after 56 hours per week.

Paid Vacations: Effective Nov. 7, 1973, 2 weeks after 1(2) years, 3 weeks after 8(9) years, 4 weeks after 18(19) years and 5 weeks (new) after 30 years.

Effective Nov. 7, 1974, 3 weeks after 7 years, 4 weeks after 17 years and 5 weeks after 29 years.

Welfare: Life Insurance, A.D. & D. and Weekly Indemnity Plan - Effective Nov. 7, 1973, employer pays 100% (75%) of the premiums.

Weekly Indemnity Plan - Benefits increase to \$65 (\$55) per week for male employees and \$50 (\$40) per week for female employees, payable on a 1-8-26 basis. Effective Nov. 7, 1974, benefits increase to \$70 for male employees and \$55 for female employees.

NON-METALLIC MINERAL PRODUCTS

Dominion Glass Company Ltd., at Bramalea - Local 260, United Glass and Ceramic Workers of North America (AFL-CIO/CLC): A 24-month renewal agreement effective from Dec. 31, 1973 to Dec. 30, 1975, covering 570 employees settled at the mediation stage.

Wages:	Effective	Dec. 31/73	Dec. 31/74	June 30/75
	Increases	39¢ - 43¢	22¢	22¢
	Classification adjustments	6¢ - 22¢		
	Labourer	\$3.80 (\$3.37)	\$4.02	\$4.24
	Maintenance Electrician	\$4.75 (\$4.32)	\$4.97	\$5.19

Shift Premiums: 0 to 12¢ - 18¢ (0 - 11¢ - 16¢).

Paid Vacation: 3 weeks after 5 (6) years' service, 4 weeks after 15 (18) years and weeks after 25 years (unchanged).

Health and Welfare:

Major Medical - Eye glass frames and lenses now covered.

Weekly Indemnity - Benefits of 66 2/3% of salary to maximum \$113 per week (formerly \$70 for male employees and \$60 for female employees).

Pension Plan: 100% Company paid with benefits of \$5.50 per month per year of service (previously on a voluntary basis after 1 year's service and age 25 with employee paying 2½% of earnings co-ordinated with CPP and 4% of earnings over that level).

MISCELLANEOUS MANUFACTURING

Robertshaw Controls (Canada) Limited at Toronto - Local 512, Electrical

Workers (U.E.) (Ind.): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 260 employees, settled at the mediation stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	Jan. 1/74	July 1/75	Jan. 1/75
	Increases	35¢ - 43¢	10¢ - 12¢	23¢ - 29¢
	Additional Adjustments	10¢ - 60¢ for selected classifications		
	Assembly II	\$2.78 - \$3.03 (\$2.43 - \$2.68)	\$3.13 - \$3.38	\$3.01 - \$3.26
	Assembly I	\$3.37 - \$3.62 (\$3.02 - \$3.27)	\$3.74 - \$3.99	\$3.64 - \$3.89
	Electrician	\$4.77 - \$5.02 (\$3.74 - \$3.99)	\$5.14 - \$5.39	\$5.04 - \$5.29

Probationary period is 2 calendar months. Maximum rates reached after two increments of 6¢ after 2 months and after 8 months, and an additional increment of 13¢ after 12 (previously 14) months.

Lead Hand Premium: 25¢(15¢) per hour.

Shift Premiums: 0 - 15¢ - 15¢ (0 - 12¢ - 12¢).

Overtime Pay: Time and one-half after hours worked in excess of 8 per regular day of work (and, as previously, after 40 hours per week).

Paid Holidays: One floating holiday is added for a total of 11(10).

Paid Vacations: 2 weeks after 1(2) year, 3 weeks after 7(8) years, and 4 weeks (new) after 17 years. Effective Jan. 1, 1975, 3 weeks after 7 years and 4 weeks after 16 years.

Bereavement Leave: Grandparents included in up to 3 days' paid leave if required by circumstances.

Welfare: Life Insurance - Effective as soon as possible, benefits increase to \$3,500 (\$2,500) for Assembly II, Repair II, Inspector II and Janitor II classifications and \$6,000 (\$5,000) for all other classifications.

Weekly Indemnity Plan - Effective as soon as possible, benefits increase to \$65 (\$55) per week for Assembly II, Repair II, Inspector II and Janitor II classifications and \$75 (\$65) for all other classifications. Effective Jan. 1, 1975, benefits are \$75 for all classifications, payable from the first day of accident and fourth (eighth) day of illness for a maximum of 26 weeks.

Extended Health Care Plan (Includes Drugs) - Effective as soon as possible, deductibles reduced to \$10 (\$15) for single employees and \$20 (\$30) for employees with dependent(s).

MISCELLANEOUS MANUFACTURING

A.G. Spalding & Bros. of Canada Limited at Brantford - Local 2-233, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 275 employees, settled at the mediation stage. (Previous agreement expired Dec. 31, 1973).

Wages: Bonus of \$75 for employees on payroll as of Jan. 19, 1974. Bonus of \$75 as of Sept. 1, 1974. Bonus of \$50 for employees on payroll as of May 1, 1975, pro-rated for employees on layoff or leave of absence and who return to work, within the eight months following date of payment.

Retroactive pay of \$25 for employees on payroll as of Jan. 19, 1974, pro-rated for the period from Jan. 1, 1974 to Jan. 19, 1974.

Effective	<u>Jan. 19/74</u>	<u>Sept. 1/74</u>	<u>May 1/75</u>
General Increases	20¢	16¢	15¢
Labour Grade 5	\$3.28 (\$3.03)	\$3.48	\$3.66
Labour Grade 12	\$4.60 (\$4.35)	\$4.80	\$4.99

Rates specified above are rates for normal incentive effort and reflect 125% of the base rates. General increases apply to base rates only.

Shift Premiums: 0 - 15¢ - 16¢ (0 - 14¢ - 15¢). Effective Jan. 1, 1975, 0 - 16¢ - 18¢.

Overtime Pay: Double time (previously time and one-half) for overtime work on Sunday.

Paid Vacations: 3 weeks after 5(7) years.

Welfare: Weekly Indemnity Plan - Effective Feb. 1, 1974, benefits range from \$50 to \$70 (\$45 to \$65), scaled according to wages. Effective Feb. 1, 1975, benefits scaled from \$55 to \$75. Effective Feb. 1, 1974 benefits are payable from the first day of accident and fifth (eight day of illness, for a maximum of 26 weeks.

Pension Plan: \$5.00 (\$4.50) per month per year of future service. Effective in 1975, \$6.00 per month per year of future service.

TRANSPORTATION

Canadian National Railway Company (system - wide) - United Transportation Union (AFL-CIO/CLC) (firemen): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 2,025 employees, settled at the mediation stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
General Increases	8½% + 15¢		9%
<u>Daily Rates</u>			
Yard and Transfer Service	\$27.57 (\$24.36)		\$30.05
Outside Hostler	\$32.20 (\$28.64)		\$35.10

Other terms of agreement are similar to those reported on page 13 for the Railway Association of Canada and Division No. 4, Railway Employees' Department.

Canadian Pacific Limited (system-wide) - United Transportation Union (AFL-CIO/CLC)
(trainmen): A 24-month renewal agreement, effective from Jan. 1, 1973 to Dec. 31, 1974, covering 5,825 employees, settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	General Increases	8½% + 15¢	9%
	Car Retarder Operator, Yard Foreman, Yardman, Switchtender		25¢
	Switchtender	\$3.906 (\$3.47)	\$4.508
	Yard Master (1st Class)	\$5.842 (\$5.258)	\$6.367
	Conductor Passenger (per mile)	21.70¢ (19.33¢)	23.65¢
	Conductor Freight	30.23¢ (26.82¢)	32.95¢

Other terms of agreement are similar to those reported below for the Railway Association of Canada and Division No. 4, Railway Employees' Department.

Canadian National Railway Company (system-wide) - United Transportation Union AFL-CIO/CLC (trainmen): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 9,770 employees, settled at the arbitration stage.

Wages are similar to those reported above for Canadian Pacific Ltd. and the United Transportation Union (trainmen). Other terms of agreement are similar to those reported for the Railway Association of Canada and Division No. 4, Railway Employees' Department.

Railway Association of Canada - Division No. 4, Railway Employees' Department (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 19,785 employees, settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Dec. 31/73</u>	<u>Jan. 1/74</u>
	General Increases	8½% + 15¢		9%
	Skill Differential		30¢	

Helper	\$3.855 (\$3.423)	\$3.855	\$4.202
Machinist	\$4.538 (\$4.054)	\$4.838	\$5.273
Overtime:	Effective Jan. 1, 1974, time and one-half for hours worked on a paid holiday (new).		
Skill Differentials:	Effective Dec. 31, 1973, 2nd year apprentices will receive 5¢ per hour, 3rd year 10¢ per hour and 4th year 15¢ per hour.		
Shift Premiums:	Effective Jan. 1, 1974, 10¢ per hour for shifts starting between 1500 and 2259 hours and 15¢ per hour for shifts starting between 2300 and 0559 hours.		
Paid Vacation:	Effective Jan. 1, 1974, 3 weeks after 6 (8) years' service, 4 weeks after 16 (18) years and 5 weeks after 25 (30) years.		
Transportation Allowance:	Effective Jan. 1, 1974, 15¢ (10¢) per mile.		
Meal Allowance:	All employees (formerly 13,000) receive 20 minutes paid meal period.		

Railways involved

Canadian National Railways
 Canadian Pacific Railway Company
 Dominion Atlantic Railway Company
 Esquimalt and Nanaimo Railway
 Northern Alberta Railway
 Ontario Northland Railway
 Quebec Central Railway Company
 Toronto, Hamilton and Buffalo Railway Company

Employees are members of the following Shopcraft Unions:

Brotherhood of Railway Carmen of the United States and Canada;
 International Association of Machinists and Aerospace Workers;
 United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada;
 Sheet Metal Workers' International Association;
 International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers;
 International Brotherhood of Electrical Workers;
 International Moulders' and Allied Workers' Union.

Railway Association of Canada (system wide) - Various Railway Unions: A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974 covering 55,760 employees, settled at the arbitration stage.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/73</u>	<u>Dec. 31/73</u>	<u>Jan. 1/74</u>
General Increases		8½% (min. 34¢)		9%
Skill Differential			30¢	
Section Man 1st Class Yard (1st year)		\$3.588 (\$3.098)		\$3.911
Welder		\$4.489 (\$3.999)	\$4.789	\$5.22

Truck Drivers: Effective Jan. 1, 1974, an additional 17¢ per hour for drivers. The allocation of this sum is to be negotiated.

Other terms of agreement are similar to those shown above for Division No. 4. Railway Employees' Department (AFL-CIO/CLC).

Unions involved

Canadian Brotherhood of Railway, Transport and General Workers (CLC) and the following AFL-CIO/CLC affiliated unions:

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees;

Transportation-Communication Division of B.R.A.C. ;

International Brotherhood of Firemen and Oilers, Power Plant Operators, Helpers, Roundhouse and Railway Shop Employees;

Brotherhood of Railroad Signalmen;

United Telegraph Workers;

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants;

Brotherhood of Maintenance of Way Employees.

HEALTH AND WELFARE SERVICES

Hotel Dieu Hospital St. Catharines - Local 1097, Canadian Union of Public Employees (CLC): An 11-month renewal agreement effective from Jan. 24, 1974 to Dec. 31, 1974, covering 320 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/74</u>	<u>July 1/75</u>
General Increases		\$25 per month for most employees except Orderlies who received \$20	\$20 per month
- Additional Adjustments		\$5 - \$10 for some classifications	\$5 - \$10 for some classifications

Maid	\$430 - \$455 (\$405 - \$430)	\$450 - \$475
Cleaner	\$530 - \$555 (\$505 - \$530)	\$550 - \$575
Registered Nursing Assistant	\$545 - \$595 (\$510 - \$560)	\$575 - \$625
Trained Orderly	\$555 - \$605 (\$530 - \$580)	\$575 - \$625
Electrician	\$750 - \$800 (\$720 - \$770)	\$775 - \$825

Probationary period is 30 worked days. Maximum rates for Maids and Porters reached after one annual increment and for R.N.A.'s, Orderlies and Electricians after two annual increments.

Reporting Pay: Minimum of 4 hours' pay (new) at regular rate.

Paid Holidays: Employer may approve accumulation of up to a maximum of 5 days off in lieu, for equal time worked on paid holidays (new).

Paid Vacations: 3 weeks after 4(5) years and 4 weeks after 13(15) years.

Bereavement Leave: Up to 4 hours' paid leave (new) may be granted to one member of Union Executive to attend funeral of a member of bargaining unit.

Leave of Absence: Up to 2 years' unpaid leave (new) granted to employees temporarily filling position with the Canadian Union of Public Employees, or the Canadian Labour Congress, or who is elected to public office. Seniority shall be maintained.

Sick Leave: Credits accumulate at a rate of 1½ days per month up to a maximum of 175 (150) days.

Upon termination of employment or death (new) after 5 years' service, employee receives payment for 50% of unused credits up to a maximum of 88 (75) days' pay.

Employees may use a maximum of 175(150) sick leave credits for early retirement. Upon death of employee during such period, balance of credits shall be paid to his estate (new).

Welfare: Drug Plan - Employer pays 100% (75%) of the premiums.

Semi-Private Hospitalization - Employer pays 100% (new) of the premiums.

Uniform Allowance: \$2.00 (\$1.50) per pay granted to all employees required to wear uniforms in performance of duties.

Autopsy Pay: Lump sum payment of \$25.00 for employee required to assist outside regular working hours (and, as previously, \$10.00 during regular working hours).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(clerical and regulatory group): A 21½-month renewal agreement effective from January 30, 1974 to November 16, 1975, covering 43,735 employees, settled at the mediation stage. (Previous agreement expired July 29, 1973).

Wages:	Effective	<u>July 30/73</u>	<u>Sept. 30/74</u>
	Increases		
	CR-1	9%	7.5%
	CR 2-5	8.5%	7.5%
	CR 6-7	8%	7.5%
	<u>Annual Rates</u>		
	CR-1	\$4,711-\$5,516 (\$4,028-\$4,911)	\$5,064-\$5,930
	CR-3	\$7,277-\$7,999 (\$6,707-\$7,372)	\$7,823-\$8,599
	CR-7	\$11,840-\$13,010 (\$10,963-\$12,046)	\$12,728-\$13,986
Increment Levels:	Effective July 30, 1973, first two steps of CR-1 eliminated and one step added to top of the range.		
Shift Premiums:	0 - \$1.25 - \$1.75 (0-\$1.00 - \$1.50) per shift.		
Standby Pay:	\$3.00 (\$2.00) for each 8-hour period on standby.		
Work on a Paid Holiday:	Time and one-half for first 7½ hours, double time thereafter (formerly time and one-half for all hours worked).		
Paid Vacation:	Effective Apr. 1, 1974, 5 weeks after 29 (30) years' service; effective Apr. 1, 1975, 5 weeks after 28 years.		
Transportation Allowance:	Employer pays cost of transportation for employee required to return to work in the case of Call-Back, Reporting or Standby (formerly \$3.00 maximum each way for Call-Back and Standby, no provision for Reporting).		
Meal Allowance:	\$2.25 (\$2.00) after 3 hours of overtime, \$1.75 for next meal 4 hours after the first (new).		
Advanced Vacation Pay:	Effective Apr. 1, 1974, employee may be paid for vacation time prior to leaving on vacation if he applies 6 weeks in advance.		

LOCAL ADMINISTRATION

Ottawa City - Ottawa Police Association Limited (Ind.): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 600 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>
	General Increase	9.35%
<u>Annual Rates</u>		
	Police Constable (3rd Class)	\$10,860 (\$9,931)
	Policewoman	\$12,985 (\$11,875)
	Police Constable (1st Class)	\$13,406 (\$12,260)
	Staff Superintendent	\$20,855 (\$19,072)
Shift Premiums:	0-10¢-20¢ (0-8¢-10¢).	
Health and Welfare:	<u>Hospital-Medical Premium</u> - Effective February 1975, employees living in Quebec will receive an amount equal to the amount the employer contributed in the previous year to the Ontario Hospital-Medical Plan.	
	<u>Long Term Disability Plan</u> (new) - Employer pays 2/3 of premium cost of plan providing 60% of salary.	
Clothing Allowance:	Plain clothesmen - \$325 (\$300) per year.	
Compassionate Leave:	Up to 3 days' paid leave in the case of a special emergency situation involving the health of spouse or children (new).	
Meal Allowance:	\$2.25 for meals when working overtime (new).	
Police College:	\$25 per week to members who attend a police college further than 100 miles from Ottawa (new).	

ADDENDUM

This addendum consists of three settlements ratified in December 1973.

PAPER AND ALLIED

Dryden Paper Company, Ltd. at Dryden - Locals 105 and 223, United Paperworkers International Union and Local 865, International Union of Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Jan. 1, 1976, covering 925 employees, settled at the bargaining stage in December 1973.

	Effective	<u>Jan. 1/74</u>	<u>Jan 1/75</u>
Wages:	General Increases	8½% (minimum 36¢)	8½%
	Labourer	\$4.21 (\$3.85)	\$4.57
	Electrician A	\$5.72 (\$5.27)	\$6.21
Shift Premiums:	Effective Jan. 1, 1974, 0-15¢-20¢ (0-10¢-17¢).		
Supervisory Premium:	Effective Jan. 1, 1974, 30¢ (20¢).		
Paid Holidays:	Effective Jan. 1, 1974, 2 additional for a total of 6 floating holidays.		
Paid Vacation:	Effective Jan. 1, 1974, 3 weeks after 5 (8) years' service, 6 weeks after 27 years; 4 hours additional pay will be granted for each week of vacation taken between Jan. 1 to Apr. 30.		
Health and Welfare:	<u>Life Insurance</u> - Effective Jan. 1, 1974, \$10,000 fully paid by the Company (new). Maximum coverage is increased to \$25,000 (\$20,000).		
	<u>Long Term Disability</u> - Effective Jan. 1, 1974, the maximum monthly benefit will be increased to \$800 (\$500). The Company will pay the full premium cost (formerly 50%).		
Pension Plan:	Effective Jan. 1, 1974, the accrued dollar value of all past service up to Dec. 31, 1973 will be increased 15% for members of the Pension Plan in the employ of the Company on Jan. 1, 1974.		
	Effective Jan. 1, 1975, the accrued dollar value of all past service up to Dec. 31, 1973 will be increased 10%. This increase will be paid to all employees retiring in 1974. Effective Jan. 1, 1974, an employee with at least 20 years' service, retiring at age 62 or over, will be provided with a "bridging" supplement of \$7.00 per month per year of service up to a maximum of 30 years. This supplement will terminate upon the employee's eligibility for benefits under the C.P.P./Q.P.P. or O.A.S.		

Severance Pay: Effective Jan. 1, 1974, severance pay will be 1½% (1%) of the employee's total earnings for his last full period of pay without interruption.

Bereavement Leave: Effective Jan. 1, 1974, son-in-law and daughter-in-law are added for 3 days' paid leave.

COMMUNICATION

Canadian Broadcasting Corporation at Ottawa and Toronto - Local 213, Newspaper Guild (AFL-CIO/CLC): A 23-1/2 month renewal agreement effective from Dec. 13, 1973 to Nov. 30, 1975, covering 250 employees, settled at the mediation stage and ratified in December 1973. (Previous agreement expired May 31, 1973).

Wages: Lump sum payment of \$800, in lieu of retroactive pay.

Effective	<u>Dec. 1/73</u>	<u>Sept. 1/74</u>
General Increases	9%	7-1/2%
Copy Clerk	\$ 90.38 - \$112.22 (\$ 82.93 - \$102.93)	\$ 97.18 - \$120.63
Reporter B	\$194.04 - \$265.17	\$208.58 - \$285.08
Editor B	(\$178.03 - \$243.26)	
Senior Reporter AA	\$278.54 - \$320.90	\$299.44 - \$344.96
Senior Editor AA	(\$255.56 - \$294.41)	

Probationary period is 3 months. Maximum for Copy Clerk reached after four 6-month increments, and for Reporter B, Editor B after five annual increments.

Premium Pay: 50% of base rate for all regular hours of work for employees assigned out-of-town for more than 48 hours (previously employee received straight time pay plus any amounts for overtime, change of schedule or premium pay.)

Overtime Pay: Double time (previously time and one-half) for overtime not assigned within first hour of tour.

An employee may elect to take time off (new) at the rate of time and one-half, with minimum of 1-1/2 days, for work on a paid holiday. This may be added to annual leave credits.

Temporary Transfer: Effective Dec. 1, 1973, an employee, temporarily transferred to a higher-rated classification, receives an additional amount of \$3.90 (\$3.40) per shift minimum, \$4.60 (\$4.00) per shift if upgraded to an 'A' position and \$5.20 (\$4.50) per shift if upgraded to an 'AA' position. Effective Sept. 1, 1974, amounts increase to \$4.20, \$4.90 and \$5.60 respectively.

Paid Vacations: 4 weeks after 15 (18) years.

Sick Leave: Up to 5 days' paid sick leave (new), to be deducted from future accumulation of credits, granted to new employees during the first 4 months of service.

Leave for Union Business: Up to 4 (3) employees, elected as delegates, granted unpaid leave to attend Guild Conventions and Meetings.

Employees who attend a grievance or negotiation meeting on a day off, to receive a day off in lieu (new).

Welfare: Life Insurance - Employer contributes \$2.16 (\$1.75) per month for single employees and \$4.32 (\$3.50) per month for married employees towards premiums.

OHIP - Employer pays 66-2/3% (50%) of the premiums for OHIP

Accident Insurance - Employer pays 100% of premiums for up to \$25,000 coverage against accident, loss of life or death, plus an additional \$75,000 (\$25,000) for employees assigned to an area determined to be a war risk area.

Lay-Off: Employer will advise the Guild of all impending lay-off at least 6 (4) weeks in advance, and employees at least 4 (2) weeks in advance.

Severance Pay: An employee with more than 3 years' service, separated due to serious and protracted illness or retirement, receives 1 week's salary per 9 months' service, up to a maximum of 13 weeks (and, as previously, employees separated voluntarily due to illness, retirement or death, qualify for specified severance pay, according to years of service beyond 10).

Travel Allowance: 12¢ per mile or minimum of \$2.00 (\$1.00) per day for local trips.

Up to \$3.50 (\$2.50) for travel by taxi to and from work during hours when public transport is not available.

LOCAL ADMINISTRATION

Peel Regional Board of Commissioners of Police - Peel Regional Police Association (Ind.) A 12-month first agreement replacing five previous agreements with Police Departments at Brampton, Chinguacousy Township, Mississauga, Port Credit and Streetsville, which have amalgamated, effective from Jan. 1, 1974 to Dec. 31, 1974, covering 375 employees, settled, at the bargaining stage and ratified in December 1973. (Previous agreements expired Dec. 31, 1973)

Wages:	Effective	<u>Jan. 1/74</u>
	General Increase	10.5% applied to Mississauga rates for all ranks
	Additional Adjustments	\$800 per year added to rates above Staff Sergeant rank; other Police Departments adjusted to Mississauga levels of pay
	Constable - 3rd Class	\$11,122.93 (\$10,066.00)
	Constable - 1st Class	\$13,400.34 (\$12,127.00)
	Inspector	\$18,304.33 (\$15,765.00)
	Rates shown previously applied to Mississauga.	
Service Pay:	\$6.00 per month after 5 years of continuous service (same). \$4.00 (\$3.00) per month for each additional 5 years of continuous service thereafter.	
Shift Differential:	\$150 (new) for working on a 3 shift rotation basis for a full year, pro-rated if less than 1 year. \$60 (new) for working on a 2 shift rotation basis for a full year, pro-rated if less than 1 year.	
Acting Pay:	Constables assigned to Detective Branch receive \$350 (\$200) per year, pro-rated after 20 working days.	
Meal Allowance:	\$3.00 (\$2.00) after 2 hours' overtime following regular shift and each additional 4 hours thereafter. \$3.00 (\$2.00) if employee is assigned outside his divisional area for over 3(4) hours.	
Bereavement Leave:	1 day's paid leave (new) granted upon death of grandparents of spouse.	
Transportation Allowance to Attend Court:	Minimum of 15¢ (new) per mile for travel from Divisional Detachment to attend court outside the divisional area.	
Maternity Leave:	Up to 9 months (new) granted without loss of seniority.	
Leave to Attend Police Convention:	6(5) voting delegates granted leave with pay.	

Leave to Executive members as a group granted up to 14(12) days paid
Attend Police leave. No more than 4 members may be absent at one time.
Association
Meetings:

Sick Leave: Upon death of an employee, estate receives payment for 50%
of the value of unused sick leave credits up to a maximum
of 6 months (new).

Welfare: Life Insurance - Employer pays 100% (new) of the premiums
for life insurance of an amount equal to two times annual
salary to nearest \$1,000.

Education Employer pays tuition fees and cost of required text books
Allowance: and materials for approved course of study.

Travelling Employer pays \$5.00 (\$2.00) per day plus lesser of economy
Allowance to class air fare or 15¢ per mile (previously first class rail
Attend Required fare) to and from police headquarters.
Courses:

Plain Clothes \$375(\$325) per year, pro-rated if at least 30 days.
Allowances:

Cleaning Up to \$2.50(new) twice per month.
Allowance:

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Government
Publications



CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO REACHED DURING FEBRUARY 1974

Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 25 collectively bargaining settlements and 1 wage re-opener in Ontario's non-construction industries in February 1974. This report also includes an addendum of 4 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 500 employees.

Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

March 26, 1974

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FOOD AND BEVERAGE

Corby Distilleries Limited at Corbyville - Local 96, Distillery Workers

(AFL-CIO/CLC): A 36-month renewal agreement effective from Oct. 1, 1973 to Sept. 30, 1976, covering 280 employees, settled at the bargaining stage. (Previous agreement expired Sept. 30, 1973).

Wages: Retroactive pay of 30¢ per hour worked, pro-rated during the period from Oct. 1, 1973 to ratification date.

Effective	<u>Feb. 25/73</u>	<u>Oct. 1/74</u>
General Increases	30¢	15¢
Cost-of-Living Fold-In	43¢ cost-of-living was incorporated into wage rates	15¢ cost-of-living to be folded into rates
General Help (Bottling Lines)	\$3.84 - \$3.89 - \$3.94 (\$3.11 - \$3.16 - \$3.21)	\$4.14 - \$4.19 - \$4.24
General Help (Plant)	\$4.18 - \$4.23 - \$4.28 (\$3.45 - \$3.50 - \$3.55)	\$4.48 - \$4.53 - \$4.58
Electrician	\$4.78 (\$4.05)	\$5.08
Effective	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
General Increases	17¢	
Cost-of-Living Fold-In	15¢	15¢
General Help (Bottling Lines)	\$4.46 - \$4.51 - \$4.56	\$4.61 - \$4.66 - \$4.71
General Help (Plant)	\$4.80 - \$4.85 - \$4.90	\$4.95 - \$5.00 - \$5.05
Electrician	\$5.40	\$5.55

Probationary period is 60 working days. Maximum rates for General Help classifications reached after two 5¢ increments every 3 months.

Cost-of-Living Allowance: Effective Oct. 1, 1973, 1¢ per hour per 0.45% change (same formula) in the Consumer Price Index above the base 153.9 (1961=100), to be adjusted quarterly with a cap of 15¢ per year (previously no maximum). If cost-of-living allowance has not reached 15¢ at the end of each year, it is brought up to this amount and guaranteed in the rate.

Paid Holidays: Full day before Christmas Day is granted in lieu of two half days before Christmas Day and New Year's Day. One floating day is granted in lieu of Easter Monday. Boxing Day is added for a total of 11 (10).

Paid Vacations: Effective in 1974, 5 weeks after 20(25) years.

Welfare: Retiree Life Insurance - Effective Mar. 1, 1974, benefits increase to \$1,500 (\$1,000).

Weekly Indemnity Plan - Effective Mar. 1, 1974, employer contributes \$16.05 (\$12.97) per month per employee into International Union's Health and Welfare Fund, to provide benefits of \$100 per week (previously \$80 for male employees and \$70 for female employees), payable on a 1-3-26 basis.

OHIP - Effective Mar. 1, 1974, employer pays 100% (previously approximately 75%) of the premiums for OHIP.

Pension Plan: Employee with 30 years' service may choose to retire on early retirement at age 60 with no actuarial reduction (previously benefits reduced by 1/4% per month of early retirement prior to age 65).

Molson's Brewery (Ontario) Ltd. and W. J. Hyatt Transport, Ltd. at Toronto - International Brewery Workers Union (AFL-CIO/CLC): Two 36-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1976, covering 570 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/74	Jan. 1/75	Jan. 1/76
	General Increases	70¢	65¢	63¢
	Tradesman Adjustments	7¢	7¢	7¢
	Machine Operator - Bottling and Warehouse	\$5.72 (\$5.02)	\$6.37	\$7.00
	Tradesman "A"	\$6.81 (\$6.04)	\$7.53	\$8.23

Shift Premiums: 0 - 25¢ - 30¢ (0 - 15¢ - 20¢).

Paid Holidays: One additional statutory holiday if proclaimed by the Provincial Government. This would make a total of 11 paid holidays.

Paid Vacation: 6 weeks after 20 (25) years' service and 7 weeks (new) after 25 years.

Health and Welfare: Life Insurance - \$12,000 (\$10,000).

Weekly Indemnity and Long Term Disability Plans - 66-2/3% (60%) of earnings.

Dental Plan - New plan provides maximum \$250 per year for basic services and \$2,000 lifetime for restorative and orthodontic services on a 50% co-insurance basis.

Pension Plan: Benefits - Non-contributory plan providing \$9 per month per year of service, minimum guarantee of \$500 monthly after 30 years' service at age 60.

Spouse's Option - 60% of 90% of the employee's pension.

Cost-of-Living Escalator - Based on Consumer Price Index, cap of 2% (new).

TEXTILE

Harding Carpets Limited at Collingwood - Local 1857, Textile Workers' Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974, to Dec. 31, 1975, covering 425 employees, settled at post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>Feb. 25/74</u>	<u>Jan. 1/75</u>
General Increases		45¢		25¢
Additional Adjustments			4¢ - 14¢ for some classifications	
Labour Group 2 (includes Reeler/Winder)		\$2.97 (\$2.52)	\$2.97	\$3.22
Labour Group 14 (includes Electrician)		\$4.03 (\$3.58)	\$4.17	\$4.42
Shift Premiums:	Effective Feb. 24, 1974, 0-12¢-17¢ (0-10¢-14¢).			
Paid Holidays:	One floating holiday is added for a total of 10 (9).			
Paid Vacations:	3 weeks after 9 (10) years.			
Bereavement Leave:	3 (1) days' paid leave granted to attend funeral upon the death of mother-in-law or father-in-law.			
Welfare:	<u>Life Insurance</u> - \$3,000 (\$1,500) for heads of families, and \$2,500 (\$1,000) for all other employees.			
	<u>Weekly Indemnity</u> - Benefits of \$60, \$65 and \$70 (\$45 and \$50 per week based on earnings, payable on a 1-4-26 basis (same).			
	<u>Extended Health Care Plan (includes drugs)</u> - Deductibles reduced to \$10 (\$25) for single employees and \$20 (\$50) for married employees.			

CLOTHING

Men's Clothing Manufacturers Association of Ontario at Toronto and Hamilton - Toronto Joint Board, Amalgamated Clothing Workers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Dec. 1, 1973 to Nov. 30, 1975, covering 3,000 employees, settled after a work stoppage.

Wages:	Effective	<u>Dec. 1/73</u>	<u>Dec. 1/74</u>
General Increases		39¢	45¢
General Hand		\$2.78 (\$2.39)	\$3.23

Paid Holidays: Employee eligible for year-end holiday period after 1 (2) year's service in one shop. Year-end holiday increased to 5 (4) days plus 8 legal holidays (no change).

Paid Vacations: Summer Vacation - Effective in 1974, 3 weeks pay (new) and 2 weeks vacation after 3 years' service in the union. Effective in 1975, 3 weeks' paid vacation after 3 years' service in the union.

Health and Welfare:

Dental Plan - New plan covers 80% of cost of dental services to natural teeth - examination, consultation, diagnostic procedures, preventive services, treatment and filling, extractions and anaesthetic services. Plan is effective Apr. 1, 1974 for members, \$25 deductible. Effective Apr. 1, 1975, plan covers dependents with \$50 deductible per family.

Vision Care Plan - New plan covers 50% of cost of eye glasses, maximum \$40 in two years.

Pension Plan: Effective Apr. 1, 1974, pension benefits of \$85 (\$76) per month.

Bereavement Leave: 3 days' paid leave in event of death of father, mother, husband, wife, children (new). Employee is eligible after 1 year's service.

Election Day: Employees receive 2 hours' paid leave in the event of a federal or provincial election (new).

Social Service Fund: 1/4% of gross wages will be paid to the Union to establish an educational and social service programme for the membership (new).

WOOD

Weyerhaeuser Ontario Limited at Sault Ste. Marie - Local 2 - 1000, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 26, 1973 to Nov. 25, 1975, covering 350 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired Nov. 25, 1973).

Wages:	Effective	<u>Nov. 26/73</u>	<u>Nov. 26/74</u>
General Increases		45¢	35¢
General Helper		\$3.18 (\$2.73)	\$3.53
Maintenance Electrician A1		\$4.74 (\$4.29)	\$5.09

Paid Vacations: 3 weeks with vacation pay of 6% (same) after 8 (10) years, 4 weeks with vacation pay of 8% (same) after 15 (18) years, and 5 weeks (new) with vacation pay of 10% after 25 years. Effective Jan. 1, 1975, 5 weeks after 23 years.

Upon death of employee, vacation pay due shall be paid to beneficiary or estate (new).

Welfare: Life Insurance and A.D. & D. - \$6,000 (\$4,000).

Weekly Indemnity Plan - Effective Dec. 1, 1974, benefits increased to \$65 (\$55) per week, payable on a 1-8-26 basis.

Pension Plan: Effective Mar. 1, 1974, benefits of \$4 (\$2) per month per year of service, and effective Jan. 1, 1975, benefits of \$5 per month per year of service.
 Retirees over 65 years of age may be recalled for up to 30 working days (new), or longer if mutually agreed upon by Company and Union.

FURNITURE AND FIXTURE

Canadian Association of Storefitting Manufacturers at Toronto - Local 2679, United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 550 employees, settled at the post-conciliation bargaining stage.

Wages:	Effective	Jan. 1/74	July 1/74	Jan. 1/75	July 1/75
	General Increases	40¢	20¢	30¢	20¢
	Labourer	\$3.55 (\$3.15)	\$3.75	\$4.05	\$4.25
	Cabinet Maker I	\$4.75 (\$4.35)	\$4.95	\$5.25	\$5.45

Cost-of-Living Allowance: 1¢ per each 0.6 increase in excess of 15 points in the Consumer Price Index in 1974 (new).

Shift Premiums: 0 - 20¢ - 25¢ (0 - 15¢ - 18¢).

Paid Vacations: Effective in 1975, 6% (new) of earnings after 10 years' service.

Health and Welfare: Employers to pay 100% (90%) of OHIP premiums.

PRIMARY METALS

I.T.T. Grinnell Co. of Canada Limited at Toronto - Local 2835, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from Aug. 25, 1973 to Aug. 24, 1976, covering 235 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired Aug. 24, 1973).

Wages: Settlement pay of \$153, pro-rated during the period from Aug. 25 to Nov. 22, 1973. Employees who qualify must remain at work to the end of February, unless discharged for cause or laid off. Statutory pay during Christmas period applies to those entitled to retroactivity.

<u>Effective</u>	<u>Feb. 9/74</u>	<u>Aug. 25/74</u>	<u>Aug. 25/75</u>
General Increases	30¢	30¢	30¢
General Labour	\$3.03 (\$2.73)	\$3.33	\$3.63
Electrical Maintenance	\$3.69 (\$3.39)	\$3.99	\$4.29

Paid Holidays: Effective Aug. 25, 1974, employee's birthday is added for a total of 10(9).

Paid Vacations: 3 weeks after 10(12) years.

Employees are guaranteed 3 week vacation after 10 years and 4 weeks after 20 years (previously employees were guaranteed 2 weeks' vacation with vacation pay of 6% or 8% after 12 or 20 years respectively and could receive third week at employer's convenience).

Bereavement Leave: Up to 3 days' paid leave (new) granted to attend funeral upon the death of mother, father, sister, brother, spouse, child, mother-in-law or father-in-law.

Welfare: Life Insurance and A. D. & D. - Effective Aug. 24, 1974, benefits increase to \$4,500 (\$3,500).

Weekly Indemnity Plan - Effective Aug. 24, 1974, benefits increase to \$65 (\$55) per week, payable on a 1-4-26 basis.

Pension Plan: Effective Jan. 1, 1974, benefits increase to \$5.00 (\$3.50) per month per year of past and future service up to a maximum of 40 years.

The International Malleable Iron Company Limited of Guelph - Local 3000, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 1, 1974 to Feb. 29, 1976, covering 235 employees, settled at the bargaining stage. (Previous agreement expired Feb. 28, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 28/74</u>	<u>Feb. 27/75</u>
General Increases		35¢	35¢
Additional Adjustments	$\frac{1}{2}\text{¢}$ increase in increments to 8¢ ($7\frac{1}{2}\text{¢}$) between job classes	$\frac{1}{2}\text{¢}$ increase in increments to 8 $\frac{1}{2}\text{¢}$ between job classes	
Group 1 (includes Labourer)	\$3.715 (\$3.365)		\$4.065
Group 15 (includes Electrician)	\$4.835 (\$4.415)		\$5.255
Shift Premium:	0-15¢-20¢ (0-13¢-18¢).		

Overtime Pay: Double time (previously time and one-half) for work on Saturday in excess of 8 hours.

Paid Holidays: Effective Feb. 27, 1975, one floating holiday is added for a total of 11 (10), to be held on the day stipulated if an additional holiday is declared by government statute.

Vacation Bonus: \$20 per week of vacation entitlement (new).

Bereavement Leave: Brother-in-law and sister-in-law included in up to 3 days' paid leave to attend funeral.

Jury Duty Leave: Employer makes up difference between pay for witness (and, as previously, pay for jurors) and regular pay.

Welfare: Life Insurance & A.D. & D. - \$8,500 (\$7,500). Effective Feb. 27, 1975, benefits increase to \$9,500.

Weekly Indemnity Plan - Benefits of 66-2/3% up to a maximum of \$113 (previously a flat amount of \$85) per week, payable on a 1-4-26 basis.

Long Term Disability Plan - Benefits increase to \$100 (\$80) per month.

Major Medical Plan (includes drugs) - Effective in 1975, coverage for specific hearing and eye services included, up to specified amounts.

Pension Plan: Effective Feb. 27, 1975, \$5.50 (\$4.50) per month per year of service up to a maximum of 25 years.

Safety Shoe Allowance: Employer pays \$6.00 (\$4.00) towards the cost of safety shoes as required. Effective Feb. 27, 1975, employer pays \$8.00.

METAL FABRICATING

Anchor Cap & Closure Corporation of Canada Limited at Toronto - Local 512, Electrical Workers (U.E.) (CLC): A 24-month renewal agreement effective Nov. 15, 1973 to Nov. 14, 1975, covering 215 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Nov. 14, 1973).

Wages:	Effective	<u>Nov. 15/73</u>	<u>Nov. 15/74</u>
	General Increases	40¢	28¢
	Additional Adjustments	7¢ for skilled tradesmen	3¢ for skilled tradesmen
	Labourer	\$3.54 (\$3.14)	\$3.82
	Electrician	\$4.76 (\$4.29)	\$5.07
	Toolmaker	\$4.95 (\$4.48)	\$5.26

Cost-of-Living Allowance: 1¢ per hour per 0.5 change in the Consumer Price Index, above the November Index (1961 = 100), published in December, to be adjusted quarterly, up to a maximum of 8¢ in the first year and 9¢ in the second year (new).

Shift Premium: 0-17¢-20¢ (0-16¢-17¢). Effective Nov. 15, 1974, 0-18¢-21¢.

Paid Holidays: Effective Nov. 15, 1974, one additional holiday is added for a total of 11(10) days, to be held on June 30, 1975, or, if an additional holiday is declared by government statute, to be held on the day stipulated.

Paid Vacations: 3 weeks after 6 (7) years and 4 weeks after 17 (18) years. Effective Nov. 15, 1974, 3 weeks after 5 years and 5 weeks after 23 (25) years.

Welfare: Weekly Indemnity - Effective Feb. 1, 1974, \$75 per week for employees earning \$3.85 per hour or less, and \$80 for employees earning over \$3.85 (previously \$70 for all employees), payable on a 1-4-26 basis. Effective Nov. 15, 1974, \$80 and \$90 per week respectively.

Major Medical Plan (includes drugs) - Effective Nov. 15, 1974, employer pays 100% (same) of the premiums for plan with no deductible (previously \$25 deductible for all employees).

Pension Plan: \$4.50 (\$4.00) per month per year of service. Effective Nov. 15, 1974, \$5.50 per month per year of service.

Continental Can Company, Inc. at La Salle and Ville St. Laurent, Que., Chatham, Downsviwe, Etobicoke, New Toronto, Toronto, Trenton and Weston, Ont., Edmonton, Alta. and Vancouver, B.C. - United Steelworkers of America (AFL-CIO/CLC): A 36½-month renewal agreement effective from Feb. 15, 1974, to Feb. 28, 1977, covering 2,200 employees, settled at the bargaining stage.

Effective	<u>Feb. 15/74</u>	<u>Feb. 15/75</u>	<u>Feb. 15/76</u>
General Increases	28¢	16¢	17¢
Job Class Increment			10¢ (9.6¢)
Job Class 1-2 (includes Janitor)	\$4.25 (\$3.97)	\$4.41	\$4.58
Job Class 20 (includes Journeymen)	\$5.728 (\$5.448)	\$5.888	\$6.13

Cost-of-Living Allowance: COLA will be increased by 9¢ to 45¢ per hour or \$1.80 per week for salaried employees payable Feb. 15, 1974.

Effective Feb. 15, 1974, a new COLA formula is in effect. It provides for a 1¢ per hour increase for each .3 of a point increase in the United States Bureau of Labor Statistics Consumer Price Index (1967 = 100). The base for all adjustments is the December 1973 Index - 138.5.

Starting May 15, 1974, adjustments are made each quarter during the life of this agreement and are applied to all hours worked as under the prior agreement.

(Previous formula: 1¢ per hour per each .4 increase in the BLS CPI with a guaranteed floor of 12.5¢ per hour in each of the last two years of the agreement).

Retirees - The first annual retiree COLA is payable Mar. 1, 1976.

Shift Premiums: Effective Feb. 15, 1975, 0 - 3% - 5% (0 - 10¢ - 12½¢). Employees on short third shift receive no increase in shift premium, but they receive COLA as though they worked a full 8 hours.

Paid Vacations: 2 weeks after 3 years' service, 3 weeks after 10 (no change). Effective Jan. 1, 1976, 4 weeks after 17 (25) years' service. Effective Jan. 1, 1977, 5 weeks (new) after 25 years.

Vacation Bonus - Effective Jan. 1, 1975, \$30 per week for all weeks of regular vacation.

Bereavement Leave: Effective Feb. 15, 1974, step relatives and half brothers and sisters are included for 3 successive working days' paid leave.

Jury Duty and Court Witness Leave: Effective Feb. 15, 1974, definition of "witness" includes an employee subpoenaed to a municipal, provincial or federal court.

Welfare: Weekly Indemnity - Effective Mar. 1, 1974, weekly benefits range from \$115 - \$163 (previously 28 times Average Hourly Wage for employees with 2 or more years' service); Mar. 1, 1975, \$120 - \$168; Mar. 1, 1976, \$125 - \$173.

Major Medical - Effective Mar. 1, 1975, coverage includes extra cost of private room when medically necessary and immunization injections.

Effective Mar. 1, 1975, maximum reimbursement for Medicare is increased to \$9 (\$7).

Retired Employees - Retired employees and spouses not covered by Medicare will be covered by same major medical program as active employees.

Coverage is restored for pensioners whose medical insurance was terminated by exhaustion of \$2,500 lifetime limit under prior agreements.

Dental Plan (new) - Effective Aug. 1, 1975 with no premium cost to employees. Plan covers employees and dependents and includes:

- a) 100% of charges for preventive services;
- b) 85% of charges for most other dental procedures;
- c) 50% of charges for bridgework and dentures;
- d) 50% of teeth straightening and diagnostic procedures for children under 19 years of age - maximum lifetime benefit of \$500 per individual.

Maximum benefit for expenses incurred during any one year under a), b) and c) will be \$750 per individual.

Pension Plan: Effective Mar. 1, 1975 with new benefits applicable to employees retiring on or after Feb. 15, 1974 -

Normal Pension - age 62 (65); minimum service requirement 10 (15) years. Benefits range from \$11 to \$15 per month per year of service, according to level of employee's earnings (previously \$8.50).

Cost-of-Living Adjustment - initial adjustment will be made Mar. 1, 1976 and will apply to all retirements on or after Mar. 1, 1974. The supplement will be based on the U.S. Government cost-of-living index, reflecting increases in that index to the extent of 65% of the average annual increase.

Vesting - effective Mar. 1, 1974, the eligibility requirement for deferred vested pensions is reduced to 10 (15) years of service.

Shutdown Option - An employee with 17 or more years of service entitled to a deferred vested pension following a plant shutdown can now elect immediate payment of a lump sum which represents the value, actuarially calculated, of the pension he would have received at age 62.

Pension Supplement - \$230 (\$130) per month, payable to age 62. A supplement is payable where involuntary retirement is occasion by permanent plant shutdown or prolonged layoff and applies to employee with at least 15 years' service where (a) he has attained age 50, and service and age total 70 or (b), service and age total 75.

Spouse's Benefit - \$100 per month lifetime benefit (previously terminated at age 62, upon re-marriage or upon receipt of statutory benefits). The service requirement has been reduced to 10 (15) years.

Prior Retirees - Increases range from \$15 to \$60 per month.

Plant Closing: Effective Jan. 1, 1975, the following benefits are provided:

- a) A substantially improved severance pay formula
- b) Expanded transfer rights for shutdown victims
- c) Liberalized moving allowance
- d) Reimbursement for family transported to new location
- e) Closing costs for new home
- f) Transfer bonus ranging from \$750 for an employee with 10 years' service, \$2,350 with 25 years' service and upward with longer service.

Stanley Works of Canada Ltd. at Hamilton - Local 3692, Steelworkers (AFL-CIO/CLC): A 25-month renewal agreement effective Feb. 25, 1974 to Mar. 31, 1976, covering 220 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Feb. 27, 1974).

Wages: ..	Effective	<u>Feb. 25/74</u>	<u>Feb. 25/75</u>
	General Increases	42¢	36¢
	Additional Adjustments	1¢ increase in increments to 10-1/2¢ (9-1/2¢) between job classes	1/2¢ increase in increments to 11¢ between job classes
	Job Class 2 (includes Packer)	\$3.745 (\$3.315)	\$4.110
	Job Class 18 (includes Electrician)	\$5.425 (\$4.835)	\$5.870

Shift Premium: Effective Feb. 25, 1975, 0-17¢-20¢ (0-16¢-16¢).

Paid Vacations: 6 weeks (new) after 30 years.

Welfare: Life Insurance and A. D. & D. - \$8,000 (previously \$7,000 for Life Insurance and \$3,500 for A. D. & D.). Effective Feb. 25, 1975, benefits increase to \$9,000.

Effective Feb. 25, 1974, benefits upon retirement increase to \$1,500 (\$1,000).

Weekly Indemnity Plan - Benefits of 60% (same) of earnings with a minimum of \$85 (\$70) per week, payable on a 1-4-52 basis. Effective Feb. 1975, minimum increases to \$95 per week.

Major Medical Plan (includes drugs) - Effective Feb. 25, 1975, employer pays 100% (new) of premiums for drug plan with deductibles of \$10 for single employees and \$20 for married employees.

Pension Plan: Benefits increase to \$6.00 (\$5.00) per month per year of service up to a maximum of 35 years (same).

Effective Feb. 2, 1975, benefits increase to \$6.50 per month per year of service.

Present retirees receive an additional \$10 per month.

TRANSPORTATION EQUIPMENT

Champion Spark Plug Company of Canada Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from Feb. 1, 1974 to Jan. 31, 1977, covering 330 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Jan. 31, 1974).

Wages:	Effective	<u>Feb. 1/74</u>	<u>Feb. 1/75</u>	<u>Feb. 1/76</u>
	Increases	3% plus 4¢ for non-incentive employees; 19¢ for incentive employees	3% for non-incentive employees; 16¢ for incentive employees	3% for non-incentive employees; 17¢ for incentive employees
	Cost-of-Living Fold-In	43¢ of previous cost-of-living was folded into rates, leaving a float of 5¢, to which employer contributed an additional 12¢ - for a total float of 17¢, which constitutes amount of cost-of-living until Mar. 1, 1974		
	General Labour (Light)	\$4.90 (\$4.30)	\$5.05	\$5.20
	Electrician	\$6.26 (\$5.62)	\$6.45	\$6.64
Cost-of-Living Allowance:	\$30 in lieu of retroactivity for employees on the payroll for the period Dec. 16, 1973 to Feb. 1, 1974.			
	Effective Mar. 1, 1974, 1¢ per hour per 0.3 change above 130.4 in the 3 month average of the combined U.S. and Canada Consumer Price Index, commencing with the November 1973 Index and to be adjusted quarterly (previously 1¢ per 0.4 change above 134.9 in the U.S. Consumer Price Index) (1967=100).			
	Amount of cost-of-living allowance in effect at any time shall be included in computing vacation pay, holiday pay, overtime premium and reporting pay.			
Shift Premiums:	0-16¢-20¢ (0-14¢-14¢).			
Paid Holidays:	Remembrance Day and one Sunday holiday in mid-December are added for a total of 15 days in the first and second year and 13 days in the third year, depending on the number of days involved in the Christmas shutdown (previously provided 12 days each contract year).			
Bereavement Leave:	Grandparent and grandparent of current spouse included in up to 3 days' paid leave to attend funeral.			
Welfare:	<u>Life Insurance and A. D. & D.</u> - Life Insurance benefits range from \$8,500 to \$12,500 (previously \$7,250 to \$11,000), and A. D. & D. benefits range from \$4,250 to \$6,250 (previously \$3,625 to \$5,500) depending on salary.			

Effective Feb. 1, 1976, an additional life insurance benefit of \$1,000 (new) is payable 6 months after death, for active employees and retirees up to age 65, plus additional A. D. & D. benefit of \$500 (new) for active employees.

Basic benefits of \$2,000 (\$1,500) for retirees age 65 or more with 10 to 20 years' service, \$2,750 (\$250) with 20 to 25 years' service and \$3,500 (\$3,000) with 25 years' service or more.

Weekly Indemnity Plan - Benefits range from \$105 to \$145 (previously \$72.50 to \$110) per week, depending on salary, payable on a 1-1-8-52 basis. These amounts include a \$20 increase to compensate for taxes payable in Canada, and to bring parity with the U.S..

Effective Feb. 1, 1976, employer pays 10¢ per mile for employee who travels more than 40 miles one way for required medical examination.

Long-Term Disability Plan - Benefits range from \$340 to \$500 (previously \$280 to \$440) per month, depending on salary. Employees with disabilities arising from military service included (new).

Dental Plan - Effective Feb. 1, 1975, employees with 1 year's service and their dependents will be covered by a dental plan (new), which will include dentures and orthodontic treatment for children under 19. The plan will pay 100%, 85% or 50% of charge depending on type of service provided. Maximum benefits payable per year per individual are \$750 with the exception of orthodontics, for which the maximum is \$500 during the lifetime of the individual. Cost to employer not to exceed 10¢ per hour worked.

Safety Prescription Lenses: Effective Feb. 1, 1976, employer pays for cost of prescription lenses (and, as previously, safety glasses). Cost to employer not to exceed 2¢ per hour worked.

Pension Plan: Effective Feb. 1, 1974, benefits range from \$8.75 to \$9.25 (\$6.75 to \$7.25) per month per year of service, depending on salary. Benefits range from \$9.00 to \$10.00 effective Feb. 1, 1976; \$9.75 to \$10.50 effective Feb. 1, 1977; and \$10.75 to \$11.50 effective Feb. 1, 1979.

Employees who retired before Feb. 1, 1974 will receive an increase of 75¢ per month per year of service as of that date, plus a special adjustment to bring their basic pension rate up to a minimum of \$8.00 as of Feb. 1, 1975.

Employees who retire before July 1, 1974, will have their basic pension benefits increased by 25¢ per month per year of service as of Feb. 1, 1975; 35¢ as of Feb. 1, 1976; 50¢ as of Feb. 1, 1977; 25¢ as of Feb. 1, 1978; and 60¢ as of Feb. 1, 1979.

All above increases apply to eligible surviving spouses, and are subject to reduction for early retirement and Survivor Options.

Total Monthly Benefit - Effective July 1, 1974, employees on early retirement before age 65 with 30 years service or more will receive total monthly benefits (composed of basic benefits, supplementary pension and special allowance) of \$550 per month to age 65 for retirement on or after Feb. 1, 1975; \$650 for retirement on or after Feb. 1, 1977; and \$700 for retirement on or after Feb. 1, 1979.

Effective Feb. 1, 1976, benefits will be increased to \$625 per month between ages 62 and 65 for retirement after July 1, 1974.

Basic Pension Plan - Previously, the basic pension of employees on early retirement before age 65, with 30 years service or more, was reduced at age 65 by 4% for each year that retirement preceded age 62. Effective Feb. 1, 1975, the 4% reduction will no longer be applied at age 65.

Effective Feb. 1, 1976, such retirees receive the unreduced basic benefit, depending on earnings, plus an additional Lifetime Supplement of \$75 for retirement after July 1, 1974; \$80 for retirement between Feb. 1, 1977 and Feb. 1, 1979; and \$100 for retirement on or after Feb. 1, 1979, up to a maximum of 70% of salary including cost-of-living allowance.

Effective Feb. 1, 1975, an employee who, due to disability, retires before age 55 with 30 or more years credited service may elect the surviving spouse option at retirement (previously to be elected on the later of date of retirement or the attainment of age 55).

Supplementary Pension - Effective July 1, 1974, employees who retire before age 65 with 10 years or more but less than 30 years service, receive a basic benefit depending on salary, plus an interim supplement of amounts ranging from \$3.50 to \$7.50, depending on age of retirement (55-60 or more), times years of credited services.

Transition Survivor Income Benefits - Effective Feb. 1, 1976, benefits range from \$200 to \$225 (previously \$175 to \$200) and from \$175 to \$200 (previously \$150 to \$175) depending upon class of survivor and dependents, less benefits paid under CPP and OAS.

Bridge Survivor Income Benefits - Effective Feb. 1, 1976, benefits of \$200 (\$175) per month for survivor at age 45(48), payable to age 65.

ELECTRICAL PRODUCTS

McGraw-Edison of Canada Ltd., Simplicity and Speed Queen Divisions at Cambridge - International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC) (previously an employee association): A 24-month agreement effective from Feb. 12, 1974 to Feb. 11, 1976, covering 525 employees, settled at the post-conciliation bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 12/74</u>	<u>Feb. 12/75</u>
	General Increases	40¢	35¢
	Classification Adjustments	5¢ - 40¢	
	General Help (Shipping Dept.)	\$3.67 (\$3.17)	\$4.02
	Machinist	\$4.34 (\$3.54)	\$4.69

Settlement Pay: \$25 per employee, except those on probation.

Paid Vacations: 3 weeks after 6 (10) years, 4 weeks after 15 years (unchanged) and 5 weeks after 23 (25) years.

Health and Welfare: Major Medical (new) - Blue Cross Extended Health Plan, no co-insurance, \$10 - \$20 deductible.

Weekly Indemnity - Benefits of \$90 (\$70) per week, payable on a 1-4-26 basis.

CHEMICAL AND CHEMICAL PRODUCTS

Canadian Industries Limited (Paint & Varnish Plant and Paint Research Laboratory, York Works) at Toronto-Local 13328, Steelworkers (AFL-CIO/CLC): A 21-month renewal agreement effective from Feb. 23, 1974 to Nov. 15, 1975, covering 275 employees, settled at the mediation stage. (Previous agreement expired Nov. 15, 1973).

Wages: Retroactive pay for the period Nov. 16, 1973 to Feb. 23, 1974, pro-rated for all employees on the payroll as of Feb. 23, 1974.

	<u>Effective</u>	<u>Feb. 23/74</u>	<u>Nov. 16/74</u>
General Increases		10%	9%
Additional Adjustments		5¢ - 25¢ for some classifications	
Packer		\$3.66 (\$3.33)	\$3.99
Electrician		\$4.79 (\$4.35)	\$5.22

Shift Premiums: 0 - 19¢ - 25¢ (0 - 15¢ - 19¢). Effective Nov. 16, 1974, 0 - 19¢ - 29¢.

Sunday Premium: 60¢ (40¢) per hour.

Call-In-Pay: Minimum of 4 hours at straight time (new).

Meal Allowance: \$2.00 (\$1.50) when required to work overtime.

Safety Shoe

Allowance: Employer pays 50% of cost of safety shoes up to a maximum of \$10 (\$8) per year.

MISCELLANEOUS MANUFACTURING

ITT Canada Limited, Communications and Controls & Instruments Divisions at Guelph Local 6340, Steelworkers (AFL-CIO/CLC): A 32-month renewal agreement effective from Feb. 25, 1974 to Nov. 1, 1976, covering 325 employees settled with mediation assistance during a work stoppage. (Previous agreement expired Nov. 1, 1973).

Wages:

Retroactive pay of amounts equal to applicable increase applies for all employees for all hours worked pro-rated during the period from Nov. 1973 to ratification date.

	<u>Effective</u>	<u>Feb. 25/74</u>	<u>Nov. 1/74</u>	<u>Nov. 1/75</u>
Increases		32¢ - 46¢	26¢ - 40¢	30¢ - 44¢
Additional Adjustments	Toolmaker reclassified from Grade 8 to 10			
Grade Level I (includes Assembler)	\$2.96 - \$3.11 (\$2.61 - \$2.76)		\$3.25 - \$3.40	\$3.58 - \$3.71
Grade Level 9 (includes Maintenance Electrician)	\$4.58 - \$4.91 (\$4.17 - \$4.50)		\$4.93 - \$5.26	\$5.32 - \$5.61
Grade 10 (includes Technician)	\$4.85 - \$5.21 (\$4.39 - \$4.75)		\$5.25 - \$5.61	\$5.69 - \$6.00

Probationary period is 45 working days. Employees progress automatically with increases equal to one-third of the difference between the top and bottom of the range every 2 calendar months to job rate within 6 months. Trainees for Grade Level 1 receive 10¢ less than starting rate shown above for first 45 working days.

Shift Premiums: 14¢ (12¢) per hour for second shift. Effective Nov. 1, 1975, 16¢ per hour.

Paid Holidays: Effective in 1974, full (half) day before Christmas Day makes a total of 11 (10½).

Paid Vacations: 3 weeks after 7 (9) years, 4 weeks after 20 (25) years and 5 weeks (new) after 25 years. Effective in 1975, 3 weeks after 5 years, 4 weeks after 17 years. Effective in 1976, 4 weeks after 15 years.

Welfare:

Life Insurance and A.D. & D. - Benefits increase to \$9,000 (\$8,000 Effective Nov. 2, 1975, benefit increases to \$10,000.

Weekly Indemnity - Benefits increase to \$90 (\$80) per week, payable from the first day of accident and fourth (eighth) day of illness for a maximum of 26 weeks. Effective Nov. 1, 1975, benefits increase to \$100.

Dental Plan - Effective not later than two months following ratification date, employer pays 100% (new) of the premiums for Blue Cross #7 dental plan (1973 O.D.A. Schedule).

Drug Plan - Effective Nov. 2, 1974, plan with deductible of 35¢ per prescription replaces present major medical plan which includes drugs, semi-private hospitalization, wheelchair rentals, etc., with deductibles of \$25 for single and \$50 for married employees, with 80% of remaining expenses paid.

Pension Plan:

Effective Feb. 25, 1974, \$4.00 (\$3.00) per month per year of future service and for service retroactive to Nov. 11, 1970. Effective Nov. 2, 1975, \$5.00 for future service and for service retroactive to Nov. 11, 1970.

TRANSPORTATION

Canadian National Railway Company, Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions (excluding Newfoundland Area, St. Lawrence Region Lines in United States, and Great Slave Lake Branch) - Brotherhood of Locomotive Engineers (Ind.): A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 1,845 employees, settled at the bargaining stage.

Details unavailable at time of publication.

Canadian Pacific Ltd. (system-wide) - United Transportation Union (AFL-CIO/CLC) (firemen and hostlers): A 24-month renewal agreement effective from Mar. 1, 1973 to Feb. 28, 1975, covering 600 employees, settled at the mediation stage.

Details unavailable at time of publication.

Canadian Pacific Ltd., Atlantic and Eastern Regions - Brotherhood of Locomotive Engineers (Ind.): A 24-month renewal agreement effective from Mar. 16, 1973 to Mar. 15, 1975, covering 850 employees, settled at the bargaining stage.

Wages:

	Effective	Feb. 22/74	Mar. 16/74
General Increases	8.25% + 15¢		9%
Yard Service Adjustment			25¢
Passenger Service (minimum per 100 miles)	\$26.40 (\$23.58)		\$28.91
Freight Service (minimum per 100 miles)	\$30.59 (\$26.78)		\$33.57
Yard Service (daily rate)	\$40.28 (\$35.94)		\$46.06

Retroactive Pay: 8.25% plus 15¢ per hour applied to earnings, excluding vacation pay, during the period Mar. 16, 1973 to Feb. 21, 1974.

Premium Pay:	Effective	<u>Feb. 22/74</u>	<u>Mar. 16/74</u>
Shift Premium (yard or transfer)			0-10¢-15¢
In Charge Premium - second unit - 3 or more units			\$1.17 \$2.34
Wayfreight Service	\$1.26 (\$1.16)		\$1.37
Road Switcher Service	\$4.76 (\$3.34)		\$6.42
Instructor Premium	\$7.00 (\$6.50)		\$8.50

Paid Holidays: In the event Parliament establishes "Heritage Holiday" (the third Monday in February each year) as a statutory holiday, this day will be added to the list of 10 general holidays currently in effect.

Paid Vacations:	Years of Service	Months of Compensated Service	No. of Days Worked per Day of Vacation	Maximum Week's Vacation
	6 (8)	60 (80)	17-1/3 (17)	3
	16 (18)	160 (180)	13	4
	25 (30)	250 (300)	10-1/2	5

Bereavement Leave: 3 days' paid leave upon the death of spouse, child, parent, father-in-law, mother-in-law, brother, sister or step-parent, after 6 months' service (new).

Jury Duty Leave: Employer makes up difference between jury duty fee and basic day's pay to maximum of 60 days per calendar year (new).

Health and Welfare: Life Insurance - Effective Mar. 1, 1974, \$500 paid up coverage for a retiree 60 years of age with 10 years' service (new).

Living Allowance: When an engineer is forced to move to another main home terminal in his seniority district on a temporary basis, he is entitled to an allowance of \$6 per day when accommodation is supplied by the Company; \$10 when accommodation is not supplied (new).

Examinations: Effective Jan. 1, 1974, 3 hours' pay for periodic medical examination during off-duty hours and 4 hours' pay for periodic 'A' rules examination (new).

ELECTRIC POWER, GAS AND WATER UTILITIES
WAGE REOPENER

Toronto Electric Commissioners and Toronto Hydro Electric System

In April 1973 the Toronto Electric Commissioners and Toronto Hydro Electric System negotiated with Local 1 of the Canadian Union of Public Employees two 2-year agreements expiring Jan. 31, 1975. The agreements cover 500 hourly rated employees and 500 clerical and technical employees and provided for increases of 6% effective Feb. 1, 1973 and 5% to be effective on Feb. 1, 1974.

The parties have now signed a memorandum which provides for a 9% increase in 1974 in lieu of the 5% increase originally negotiated.

As a result of this 9% increase, the rate for a labourer effective Feb. 1, 1974 will be \$4.69 per hour and the starting rate for Clerk Gr. 1 \$110.40 per week.

Had the 5% increase applied on Feb. 1, 1974, a labourer's rate would have been \$4.52 per hour and a Clerk Grade 1 would have received \$106.35 per week.

WHOLESALE TRADE

Brewers' Warehousing Company Ltd., province-wide - International Brewery Workers Union (AFL-CIO/CLC): A 36-month renewal agreement effective Jan. 1, 1974 to Dec. 31, 1976, covering 1,400 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/74	Jan. 1/75	Jan. 1/76
	General Increases	70¢	65¢	63¢
	Janitor	\$5.60 (\$4.90)	\$6.25	\$6.88
	Mechanic	\$5.93 (\$5.23)	\$6.58	\$7.21

Shift Premiums: Effective Jan. 12, 1974, 0 - 25¢ - 30¢ (0 - 15¢ - 20¢).

Late-Closing Premium Pay: Effective Jan. 12, 1974, if store closes later than 6 p.m., an employee receives \$1.20 (\$1.00) per day for an 8-hour shift starting after 11 a.m.; \$1.50 (\$1.25) for starting after 12 noon; and \$1.80 (\$1.50) for starting after 1 p.m. An employee who commences an 8-hour shift after 3 p.m. receives \$2.40 per day (new).

30¢ per hour for hours worked beyond 6 p.m. where 2 complete hours are worked and the employee does not otherwise qualify for a night shift premium (new).

- Pay for Sunday Work: Employee is guaranteed minimum of 3 hours' pay (new) at double time rate.
- Call-Back Pay: \$15.00 (\$12.50) guaranteed minimum for Equipment Service Division servicemen.
- Paid Vacations: 6 weeks after 20 (25) years' service and 7 weeks (new) after 25 years.
- Health and Welfare: Life Insurance - \$12,000 (\$10,000).
- Weekly Indemnity and Long Term Disability - Benefits of 66-2/3% (60%) for first 104 weeks, 60% thereafter.
- Dental Plan - Effective in February 1974, 50% co-insurance with employer paying premium cost.
- Pension Plan: Effective Jan. 1, 1974, new non-contributory plan provides basic benefit of \$9 per month for each year of accrued service after that date.
- "Bridging" Supplement - Employees retiring after Jan. 1, 1974 with 30 years' service will have their basic pension supplemented if necessary to \$500 (\$400) per month, plus 0.3% of their earnings for 1966 to 1971 inclusive to maximum allowed under the C.P.P.
- Vesting Rights - After 10 years' service.
- Spouse's Option - Employee may elect to take a 10% reduction in pension and upon his death the spouse would be entitled to 60% of his reduced pension if their ages are the same. If their ages are not the same the reduction in the employee's pension would be 10%, (1) reduced by 1/2% for each 12 months that the spouse's age exceeds the employee's age or (2), increased by 1/2% for each 12 months that the spouse's age is less than the employee's age.
- Cost-of-Living Adjustment - For employees retiring after Jan. 1, 1974, the basic pension benefit accrued at retirement will be subject to an annual escalation based on the increase in the Consumer Price Index. The adjustment will be made on January 1 each year, based on a 12-month percentage increase as of the prior September 1, to a maximum of 2%.
- Meal Allowance: \$2.50 (\$1.50) for employees who work 3 hours' overtime continuous with their regular shift. \$2.00 (\$1.50) lunch allowance for truck employees.
- Safety Shoes or Boots: Employees are eligible for 1 pair each year. In 1974, the employer will pay \$10 towards the purchase. In 1975, if mutually agreeable, a compulsory program will be introduced with the employer paying \$22 (previously cost was shared 50-50).

EDUCATION AND RELATED SERVICES

Metropolitan Toronto Separate School Board - Local 1328, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): An 18-month renewal agreement effective from Jan. 1, 1974 to June 30, 1975, covering 250 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired June 30, 1973).

Wages:	Retroactive pay applies for all hours worked pro-rated during the period from July 1, 1973 to Dec. 31, 1973.		
	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
General Increases	\$5.00 increase in minimum range; \$40.00 increase in maximum range	\$9.00 increase in minimum range; \$20.00 increase in maximum range	
Additional Adjustments		Starting rates and progression on wage scale are adjusted; some reclassification occur in addition.	
School Secretary	\$ 99.00 - \$136.00 (\$ 90.68 - \$121.48)	\$104.00 - \$150.00	
Senior Buyer	\$179.00 - \$230.00 (\$172.50 - \$209.42)	\$188.00 - \$250.00	
	Probationary period is 6 months. Maximum rates reached after 7 annual or semi-annual increments, depending on classification and merit.		
Overtime Pay:	Assessment Revisors may elect to receive payment of time and one-half or equivalent time off in lieu up to a maximum of 5 days per year, for work in excess of 7 hours per day (previously equivalent time off in lieu).		
Pay for Work on a Paid Holiday:	Double time in addition to regular holiday pay (previously one day off in lieu).		
Sick Leave:	An employee who, when on vacation, is incapacitated for 5 days or more due to illness or accident, may use accumulated sick leave credits, provided a doctor's certificate is produced.		
Welfare:	Effective Jan. 1, 1974, employer pays 85% (66-2/3%) of premiums for life insurance, OHIP and extended health care plan.		
	<u>Extended Health Care Plan - Effective Feb. 4, 1974, deductibles reduced to \$25 (\$50) for single and \$50 (\$100) for married employees.</u>		
Travel Allowance:	\$75 (\$50) per month plus cost of gas and oil for employee required to use car.		

HEALTH SERVICES

Joseph Brant Memorial Hospital at Burlington - Local 1065, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 325 employees, settled at the arbitration stage. (Previous agreement expired Apr. 30, 1973).

Wages: Retroactive pay applies to all employees, who were employed at any time between May 1, 1973, and date of award. Former employees must be notified by mail at last known address and claim such pay within 30 days.

Effective	<u>May 1/73</u>	<u>May 1/74</u>
General Increases	10%	5%
Additional Adjustments	10¢ - \$7.96 per week for electricians, due to reclassification and establishment of rate ranges equal to Plumber's rates	
Maid (Housekeeping)	\$106.00 - \$112.42 (\$ 96.65 - \$102.20)	\$111.30 - \$118.04
Cleaner (Housekeeping)	\$123.49 - \$129.58 (\$112.26 - \$117.80)	\$129.66 - \$136.06
Registered Nursing Assistant Ward Orderly (Nursing)	\$125.06 - \$134.20 (\$113.69 - \$122.00)	\$131.31 - \$140.91
Electrician	\$184.13 - \$192.99 (\$167.49)	\$193.33 - \$202.65
Effective	<u>Nov. 1/74</u>	
General Increases	5%	
Additional Adjustments	-	
Maid (Housekeeping)	\$117.21 - \$123.94	
Cleaner (Housekeeping)	\$136.14 - \$142.86	

Nov. 1/74

Registered Nursing Assistant, Ward Orderly (Nursing)	\$137.88 - \$147.96
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Electrician	\$203.01 - \$212.77
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Probationary period is 60 calendar days. Maximum rates reached after 3 annual increments for rates shown above.

Shift Premiums: Effective Mar. 1, 1974, \$1.10 (\$1.00) per shift when the majority of hours worked fall between 4 p.m. and 8 a.m.

Hours of Work: Effective Feb. 18, 1974, hours of work reduced to 7-3/4(8) per day or 77-1/2(80) per 2-week period, for all employees except clerical employees to whom these hours previously applied.

Shift Scheduling: Effective Mar. 4, 1974, no less than 15-1/2(16) consecutive hours scheduled between shifts for all employees, except clerical employees to whom this previously applied. Where possible, employees will be scheduled on the same shift for a minimum of 5 days and no more than 2 different shifts on 5 consecutive work days.

Effective Mar. 4, 1974, time and one-half (new) for change of shift without 7 days' notice.

Overtime Pay: An employee required to work fourth weekend in a row (as previously) or second weekend off in six (new) receives time and one-half for regular hours worked on a Saturday or Sunday and for every subsequent weekend worked until a weekend off is scheduled.

Pay for Work on a Holiday: Time and one-half for first 8 hours and double time thereafter (same) for hours worked on a holiday plus right to one lieu day off (new) without pay, to be taken within 30 days.

Paid Holidays: Effective in 1974, Remembrance Day is added for a total of 11(10).

Paid Vacations: Effective in 1974, 4 weeks after 12 (15) years and 5 weeks (new) after 25 years.

Bereavement Leave: Effective Feb., 1974, foster parents included in up to 3 days' paid leave.

Jury Duty Leave: Effective Feb., 1974, employer makes up the difference between pay for jury duty, as previously, or for service as a Coroner's Juror (new), or as a witness in a Hospital - related case and regular pay.

Leave for Union Business: Effective Feb., 1974, up to 5 employees, including no more than 2(1) from 1 department and 1 from any classification within a department will be granted unpaid leave for union business. Maximum leave is 60(50) days per year collectively for employees appointed to represent union.

Sick Leave: Effective Feb., 1974, credits accumulate at a rate of 1-1/2 per month up to a maximum of 250 (162) days. Accumulated credits may be used for full or half day for the purpose of attending a doctor or a dentist (new). If an employee on vacation becomes ill for at least 7 days and medical certificate is produced, sick leave credits may be used in lieu of vacation (new).

Welfare: Life Insurance - Effective May 1, 1974, employer pays 100% (75%) of the premiums.

OHIP - Effective May 1, 1974, employer pays 100% (75%) of the premiums.

Effective as soon as possible, but not later than May 1, 1974, employees may purchase prescribed drugs for themselves, their spouse and children under 18, from the Hospital's pharmacy at cost price plus 15% (new).

Chatham Public General Hospital - Local 210, Service Employees (AFL-CIO/CLC): An 18-month renewal agreement effective from Jan. 1, 1974 to June 30, 1975, covering 235 employees, settled at the conciliation stage. (Previous agreement expired Dec. 31, 1973).

Wages: Retroactive pay for all employees on payroll on ratification date, pro-rated for new and retired employees during the period from Jan. 1 to Feb. 4, 1974.

Effective	<u>Feb. 4/74</u>	<u>Aug. 1/74</u>
Increases	\$18.50 - \$35.00 per month	\$30.00 - \$40.00 per month
Additional Adjustments	Steps on wage progression scales are standardized (previously varied)	
Light Housekeeping	\$405.00 - \$445.00 (\$386.50 - \$422.50)	\$435.00 - \$475.00
General House-keeping	\$487.00 - \$535.00 (\$464.00 - \$510.00)	\$517.00 - \$565.00
Registered Nursing Assistant	\$503.00 - \$550.00 (\$480.00 - \$525.00)	\$543.00 - \$590.00
Orderly (Trained)	\$544.00 - \$590.00 (\$515.00 - \$565.00)	\$579.00 - \$625.00
Electrician (Licensed)	\$640.00 - \$700.00 (\$588.00 - \$665.00)	\$675.00 - \$735.00

<u>Effective</u>	<u>Feb. 1/75</u>
Increases	\$27.00 - \$40.00 per month
Light Housekeeping	\$462.00 - \$502.00
General Housekeeping	\$545.00 - \$593.00
Registered Nursing Assistant	\$583.00 - \$630.00
Orderly (Trained)	\$614.00 - \$660.00
Electrician (Licensed)	\$715.00 - \$775.00

Probationary period is 3 months. Maximum rates reached after 2 annual increments for all classifications except R.N.A.'s where maximum reached after 3 annual increments.

On-Call Pay: Effective Feb. 4, 1974, \$6.00 (\$5.00).

Meal Allowance: Effective Feb. 4, 1974, \$2.00 (new) after 2 hours' overtime after regular shift with no prior notice, if cafeteria is closed.

Paid Vacations: Effective Feb. 4, 1974, 3 weeks after 5 (6) years.

Jury Duty Leave: Effective Feb. 4, 1974, employer makes up the difference between jury duty pay and regular pay (new).

Bereavement Leave: Effective Feb. 4, 1974, one day's paid leave (new) granted to attend funeral and/or make arrangements upon the death of a grandparent.

Welfare: Life Insurance - Effective Mar. 1, 1974, employer pays 75% (50%) of the premiums for HOOGLIP.

OHIP - Effective Mar. 1, 1974, employer pays 90% (80%) of the premiums for OHIP. Effective Jan. 1, 1975, employer pays 100%.

Blue Cross Extended Health Care Plan (includes drugs) - Effective Jan. 1, 1975, employer pays 50% (new) of the premiums for plan with deductibles of \$10 for single and \$20 for married employees, with remaining expenses fully paid.

Chedoke Hospitals at Hamilton - Local 839, Canadian Union of Public Employees (CLC): An 18-month renewal agreement effective from Feb. 14, 1974 to Aug. 14, 1975, covering 400 employees, settled at the bargaining stage. (Previous agreement expired Feb. 14, 1974).

Wages:	Effective	<u>Feb. 14/74</u>	<u>Feb. 13/75</u>
	General Increases	10%	5%
Housekeeping Aide	\$112.75 - \$118.80 (\$102.50 - \$108.00)	\$118.39 - \$124.74	
Cleaner	\$131.45 - \$136.95 (\$119.50 - \$124.50)	\$138.02 - \$143.80	
Registered Nursing Assistant	\$141.35 - \$146.85 (\$128.50 - \$133.50)	\$148.42 - \$154.18	
Orderly	\$138.60 - \$144.10 (\$126.00 - \$131.00)	\$145.53 - \$151.31	
Electrician	\$196.90 - \$202.40 (\$179.00 - \$184.00)	\$206.75 - \$212.52	

Probationary period is 60 calendar days. Maximum rates reached after two annual increments.

Shift Premiums: 0 - \$1.10 - \$1.10 (0 - \$1.00 - \$1.00).

Meal Allowance: \$1.50 (new) after 3 hours' overtime after regular shift with no prior notice.

Paid Holidays: In 1974, Remembrance Day is added for a total of 11 (10). In 1975, second Monday in February is granted in lieu of Remembrance Day.

Paid Vacations: 4 weeks after 12 (15) years and 5 weeks (new) after 20 years.

Sick Leave: Credits accumulate at a rate of 1-1/2 days per month up to a maximum of 260 (230) days.

Welfare: Life Insurance - Employer pays 100% (80%) of the premiums for HOGLIP.

OHIP - Employer pays 100% (80%) of the premiums.

Royal Victoria Hospital at Barrie; Soldiers' Memorial Hospital at Orillia; St. Andrews Hospital at Midland; Collingwood General and Marine Hospital at Collingwood; Dufferin Area Hospital at Orangeville; Huntsville and District Memorial Hospital at Huntsville - Service Employees' International Union (AFL-CIO/CLC): An 18-month renewal agreement effective from Jan. 1, 1974 to June 30, 1975, covering 630 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>Aug. 1/74</u>	<u>Mar. 1/75</u>
Monthly Increases				
Basic Female		\$31	\$31	\$31
Basic Male		\$30	\$30	\$25
Orderlies and RNA's		\$30	\$30	\$30
Maintenance		\$35	\$35	\$35

	<u>Jan. 1/74</u>	<u>Aug. 1/74</u>	<u>Mar. 1/75</u>
Monthly Rates			
Basic Female	\$422 - \$456 (\$391 - \$425)	\$453 - \$487	\$484 - \$518
Basic Male	\$506 - \$540 (\$476 - \$510)	\$536 - \$570	\$561 - \$595
Orderlies and RNA's	\$554 - \$605 (\$524 - \$575)	\$584 - \$635	\$614 - \$665
Maintenance 1 (Electrician)	\$691 - \$725 (\$656 - \$690)	\$726 - \$760	\$761 - \$795

Paid Holidays: If an additional holiday is declared by the Federal or Provincial Governments, it will be added to the present 10.

Paid Vacations: 1 week after 6 months' service, 2 weeks after 1 year (unchanged). Effective in 1974, 3 weeks after 5 (6) years and 4 weeks after 15 (16) years. Effective in 1975, 3 weeks after 4 years.

Health and Welfare: Life Insurance - Effective Jan. 1, 1974, hospitals pay 100% of the premium for the first \$2,000 coverage and 75% of any balance (previously 66-2/3% for all coverage).

Extended Health Plan - Effective Jan. 1, 1975, hospitals pay 50% of the premium of Blue Cross Plan with deductibles of \$25-\$50 and no co-insurance.

Standby Pay: Effective Jan. 1, 1974, 50¢ per hour (new).

Jury Duty or Crown Witness Leave: Employee receives his full pay provided he turns over fees received to hospital (new).

Sudbury General Hospital - Local 1023, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 291 employees, settled at the arbitration stage. (Previous agreement expired Dec. 31, 1972).

Wages: Retroactive pay applies to all persons who were permanent employees since Jan. 1, 1973, pro-rated according to hours worked. Former employees must claim payment within 30 days.

<u>Effective</u>	<u>Jan. 1/73</u>	<u>July 1/73</u>
General Increases	6%	6%
Dietary Aide	\$354 - \$387 (\$334 - \$365)	\$375 - \$410

	<u>Jan. 1/73</u>	<u>July 1/73</u>
Porter	\$426 - \$495 (\$402 - \$467)	\$452 - \$525
Registered Nursing Assistant	\$446 - \$512 (\$421 - \$483)	\$473 - \$543
Orderly-Trained	\$482 - \$549 (\$455 - \$518)	\$511 - \$582
Electrician	\$682 - \$780 (\$643 - \$736)	\$723 - \$827
Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
General Increases	5%	5%
Additional Adjustments	R.N.A. rate adjusted to Orderly rate	
Dietary Aide	\$394 - \$431	\$414 - \$452
Porter	\$475 - \$551	\$499 - \$579
R.N.A., Orderly	\$542 - \$611	\$575 - \$642
Electrician	\$759 - \$868	\$797 - \$911
Probationary period is 70 shifts worked. Maximum rates reached after 1 year.		
Shift Premiums:	Effective Jan. 1, 1974, \$1.00 per full afternoon or night shift worked pro-rated for part of shift worked, (previously 6¢ per hour for full shift where majority of hours worked were after 3:30 p.m. and 8¢ per hour for full shift where majority of hours worked were after 11:30 p.m.).	
Overtime Pay:	Effective Jan. 1, 1974, time and one-half after 7½ hours per day (same) and after 75 hours per two-week period (new).	
Negotiating Committee:	Members of the negotiating committee may request a transfer to the day shift during negotiations period and such request shall not reasonably be refused by the Hospital (new).	
Shift Scheduling:	Effective Jan. 1, 1974, employer must schedule one weekend off in six (new).	
Paid Holidays:	Effective Jan. 1, 1974, part-time employees who work more than 24 but less than 37½ hours shall receive holiday pay according to the percentage of their normal working hours compared to that of full-time employees (previously based on 60% of their earnings on a pro-rata basis).	
Paid Vacations:	Effective Jan. 1, 1974, 4 weeks after 10 (15) years for all employees except R.N.A.'s who continue to receive 4 after 10.	

Sick Leave:	Effective Jan. 1, 1974, credits accumulate at a rate of 1½ (1¼) days per month up to a maximum of 150 (120) days.
	Upon termination of employment after 10 years' service, employees receive cash payment for 50% (new) of unused sick leave credits up to a maximum of 75 days' pay.
Welfare:	<u>Life Insurance</u> - Effective Jan. 1, 1974, employer pays 85% (75%) of the premiums for HOOGLIP.
	<u>OHIP</u> - Effective Jan. 1, 1974, employer pays 100% (75%) of the premiums.

Uniform Allowance: Effective Jan. 1, 1974, employer continues to provide uniforms to ambulance attendants (same) and provide cleaning (new).

LOCAL ADMINISTRATION

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC): Two 24-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1975, covering 225 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
	General Increases	9%	1.5% based on 1973 rates for outside employees
	Clerk - Grade IV (includes Clerk - General II)	\$137.03 - \$154.00 (\$125.72 - \$141.28)	
	Engineer Technician I (includes Senior Draftsman)	\$208.17 - \$233.65 (\$190.98 - \$214.36)	
	Labourer	\$4.58 (\$4.20)	\$4.64
	Garage Mechanic - Grade 1	\$5.56 (\$5.10)	\$5.64
	Effective	<u>Jan. 1/75</u>	
	General Increases	9%	
	Clerk - Grade IV (includes Clerk - General II)	\$149.36 - \$167.86	
	Engineer Technician I (includes Senior Draftsman)	\$226.91 - \$254.68	
	Labourer	\$5.06	
	Garage Mechanic - Grade 1	\$6.15	

Probationary period is 3 months. Maximum rates for Clerk - Grade IV and Engineer Technician 1 reached after 3 years.

Shift Premiums: Effective Feb. 17, 1974, 0 - 22¢ - 22¢ (0 - 20¢ - 20¢).

Paid Vacations: 4 weeks after 13 (15) years and 5 weeks after 22 (25) years.

Citizenship . One day's paid leave (new) granted on one occasion only.
Leave:

Sick Leave: Upon voluntary termination of employment, employees with 7 years' service receive cash payment for 50% of unused sick leave credits up to a maximum of 2 months pay (new).

Welfare: Long Term Disability Plan - Effective Feb. 17, 1974, employer pays 85% (80%) of the premiums for plan. Effective Jan. 1, 1975, employer pays 90%.

LOCAL ADMINISTRATION

London City Board of Commissioners of Police - The London Police Association (Ind
A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 1974, covering 305 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>
	General Increases	11.5%
	Third Class Constable	\$11,525 (\$10,336)
	First Class Constable	\$13,401 (\$12,019)
	First Class Inspector	\$18,486 (\$16,579)
Plainclothes Duty:	\$25 per month in addition to regular pay for employees assigned to Plainclothes duty or Canine Section duty (new).	
Pay for Work on a Holiday:	Time and one-half (previously straight time except for Christmas or New Year's Day) in addition to day off in lieu, for work on a statutory holiday.	
Paid Vacations:	4 weeks after 13 (15) years and 5 weeks after 22 (25) years.	
Paid Holidays:	Remembrance day is added for a total of 11 (10).	
Welfare:	<u>Dental Plan</u> - Effective July 1, 1974, employer pays 50% (new) of the premiums for basic dental plan, which pays for all expenses.	
Cleaning Allowance:	Employer pays up to \$60 (\$48) per year to all police personnel.	

CORRECTIONSJanuary 1974 Issue, page 13

Railway Association of Canada (system-wide) - Division No. 4, Railway Employees' Department (AFL-CIO/CLC):

Skill differential of 30¢ per hour, which was reported as effective on Dec. 31, 1973, had been paid to the employees previously and was incorporated into the wage rates on that date.

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Canadian National Railways and Canadian Pacific Railway Company, C.N. and C.P. jointly owned companies and other companies (system-wide) - Associated Non-operating Unions (erroneously reported as Railway Association of Canada (system-wide) - Various Railway Unions):

Effective Jan. 1, 1973, an increase of 34¢ per hour (legislative award under the Maintenance of Railway Operations Act, 1973) and 15¢ per hour (arbitration award by the Hon. Emmett M. Hall) for a total increase of 49¢ per hour (incorrectly reported as 8½% - min. 34¢).

Skill differential of 30¢ per hour, which was reported as effective Dec. 31, 1973, had been paid to some employees previously, but was new for others.

ADDENDUM

This addendum consists of two settlements ratified in November 1973 and two in January 1974.

TEXTILE

Glendale Spinning Mills Limited at Hamilton - Local 1070, Textile Workers' Union (AFL-CIO/CLC): A 12-month renewal agreement effective from Nov. 1, 1973 to Oct. 31, 1974, covering 325 employees, settled at the bargaining stage and ratified in November 1973. (Previous agreement was to expire Feb. 18, 1974).

Wages:	Effective	<u>Nov. 1/73</u>
	Increases	22¢ - 62¢
	General Labour	\$2.15 (\$1.86)
	Fixer	\$3.90 (\$3.33)

Paid Holidays: One floating day is added for a total of 10(9).

CLOTHING

Kayser-Roth Industries Limited at London - Local 1076, Textile Workers Union (AFL-CIO/CLC): Three 24-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1975, covering 250 employees, settled at the conciliation officer stage. (Previous agreements expired Dec. 31, 1974).

Details of this settlement are not available for publication.

HEALTH AND WELFARE SERVICES

St. Mary's of the Lake Hospital at Kingston - Employees' Association (Ind.): A 24-month renewal agreement effective from Jan. 27, 1974 to Jan. 26, 1976, covering 220 employees, settled at the conciliation officer stage and ratified in January 1974. (Previous agreement expired Jan. 27, 1974).

Wages:	Effective	<u>Jan. 28/74</u>	<u>July 22/74</u>
	General Increases	7% on maximum rates, rounded to the nearest dollar	3% on maximum rate rounded to the nearest dollar

Jan. 28/74July 22/74

**Additional
Adjustments**

Rates ranges are maintained

Housekeeping Aide	\$418 - \$458 (\$388 - \$428)	\$432 - \$472
Porter	\$478 - \$518 (\$444 - \$484)	\$494 - \$534
Orderly- Trained	\$539 - \$579 (\$501 - \$541)	\$556 - \$596
Registered Nursing Assistant	\$544 - \$584 (\$506 - \$546)	\$562 - \$602
Maintenance Man	\$665 - \$705 (\$619 - \$659)	\$686 - \$726

Effective

Jan. 27/75

**General
Increases**

8% on maximum rates
rounded to the
nearest dollar

Additional Adjustments Rate ranges are maintained

Housekeeping Aide	\$470 - \$510
Porter	\$537 - \$557
Orderly-Trained	\$604 - \$644
Registered Nursing Assistant	\$610 - \$650
Maintenance Man	\$744 - \$784

Probationary period is 3 months. Maximum rates reached after 2 years.

Rest Periods: Two 15 (10)-minute paid rest periods per full shift.

**Pay for Work on
a Paid Holiday:** Time and one-half in addition to a lieu day off with pay at straight time at a mutually acceptable time if possible, within 30 days of the holiday (previously straight time plus option of pay at time and one-half or lieu day off with pay at straight time, mutually agreed upon within 30 days).

Paid Vacations: 3 weeks after 4 (5) years and 4 weeks after 14 (15) years.

Sick Leave: No pay for the first day of fourth and subsequent periods of illness per calendar year, except if employee is hospitalized or sent home by doctor or personnel at hospital (new).

Welfare: Life Insurance - Effective Feb. 1, 1974, employer pays 85% (75%) of the premiums.

OHIP - Effective Feb. 1, 1974, employer pays 85% (75%) of the premiums.

PERSONAL SERVICES

Foxhead Inn Limited (carrying on business as Sheraton Brock Hotel and Sheraton Foxhead Inn) at Niagara Falls - Local 442, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1976, covering 350 employees, settled at the bargaining stage and ratified in December 1973. (Previous agreements expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
Increases	3% for regular gratuity employees; 9% for regular non-gratuity employees earning minimum wage; 10% for regular non-gratuity employees earning above minimum wage; 7% for "extra" employees except for Bottle Bartender who receives 3%		5% for regular gratuity employees; 6% for regular non-gratuity employees earning minimum wage; 7% for regular non-gratuity employees earning above minimum wage; 5% for "extra" employees
Waiter, Waitress (gratuity)	\$2.06 (\$1.89)		\$2.16
Maid, House- man (non- gratuity)	\$2.18 (\$1.89)		\$2.31
Carpenter (non-gratuity)	\$2.66 (\$2.42)		\$2.85
Sous Chef (non-gratuity)	\$2.97 (\$2.70)		\$3.18

Effective	<u>Jan. 1/76</u>
Increase	5% for regular gratuity employees; 6% for regular non-gratuity employees earning minimum wage; 6% for regular non-gratuity employees earning above minimum wage; 5% for "extra" employees
Waiter, Waitress (gratuity)	\$2.27
Maid, Houseman (non-gratuity)	\$2.45
Carpenter (non-gratuity)	\$3.02
Sous Chef (non-gratuity)	\$3.37

Paid Vacations: 3 weeks after 10 (13) years and 4 weeks (new) after 20 years.

Bereavement Leave: Mother-in-Law and father-in-law included in 3 days' paid leave.

Welfare: OHIP - Employer pays 50% (new) of the single rate for OHIP for full-time employees. Effective Jan. 1, 1975, employer pays 100%.

Meals: Extra waiters or waitresses may be allowed one meal per function or a maximum of 2 meals per day at a cost of 25¢ per meal (new).

Seasonal Employees: Seasonal employees qualify for same benefits as full-time employees after 1 (2) year's service. Benefits include wages, sick pay and OHIP.

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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN
IN ONTARIO REACHED DURING MARCH 1974

Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 24 collectively bargaining settlements and 1 wage re-opener in Ontario's non-construction industries in March 1974. This report also includes an addendum of 1 settlement which was received too late to be reported in the month in which it was ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 499 employees.

Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

April 26, 1974

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FOOD AND BEVERAGE

Rowntree Company Ltd. at Toronto - Retail Wholesale, Bakery and Confectionery Workers' Union (AFL-CIO/CLC): A 24-month renewal agreement, effective from Mar. 1, 1974 to Feb. 29, 1976, covering 620 employees, settled at the mediation stage.

Wages:	Effective	Mar. 1/74	Mar. 1/75
	Grade "D" Production Helper	\$3.345 (\$2.995)	\$3.575
	Electrician	\$5.24 (\$4.49)	\$5.76

Cost of Living Allowance: 1¢ per hour for each .5 increase in excess of 3.5 with a 6¢ cap, to be reviewed every 6 months (new).

Shift Premiums: Effective in 1974, 0-15¢-18¢ (0-13¢-16¢); effective in 1975, 0-15¢-20¢.

Call-in Pay: 6 hours or $\frac{3}{4}$ of normal 8 hour pay ($\frac{1}{2}$ shift pay if called in and sent home because no work is available).

Paid Vacation: In 1975, 3 weeks after 7 (8) years' service, 4 weeks after 15 (17) years.

Health and Welfare: Weekly Indemnity - Benefits increased to 66 2/3% of salary, maximum \$213.00 per week, the Company to pay 100% of premiums (60% of salary, maximum \$100.00 per week, Company paid 50% of premiums).

Meal Allowance: 20-minute lunch period after 2 hours' overtime, when 24 hours' previous notice not given.

Carling O'Keefe Ltd. and Canadian Breweries Transport Ltd. at Etobicoke and Waterloo - Locals 325, 304 and 173, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (AFL-CIO/CLC) (production and transportation): Four 36-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1976, covering 620 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/74	Jan. 1/75	Jan. 1/76
	General Increases	70¢	65¢	65¢
	Tradesmen and Auto Mechanics Adjustments	14¢	14¢	14¢
	Machine Operators - Bottling Shop	\$5.72 (\$5.02)	\$6.37	\$7.02
	Maintenance Mechanic A	\$6.88 (\$6.04)	\$7.67	\$8.46
	Highway Tractor Driver	\$5.87 (\$5.17)	\$6.52	\$7.17

Shift Premiums: 0-25¢-30¢ (0-15¢-20¢)

Group Leader Premium: 30¢ per hour (new).

Call-in Pay: Drivers - 6 (5) hours pay.

Paid Holidays: One additional statutory holiday if declared by the provincial government. Presently 10 paid holidays (no change).

Paid Vacation: 6 weeks after 20 (25) years' service, 7 weeks (new) after 25 years

Health and Welfare: Life Insurance - \$12,000 (\$10,000).

Weekly Indemnity and Long Term Disability - Effective Apr. 1, 1974, 66 2/3% (60%) of wages.

Sick Leave - Effective Jan. 1, 1975, regular employees will be eligible for 6 days per year at \$35 per day, to be used to offset waiting period for weekly indemnity. Any unused portion will be paid out at Christmas. (Eight day retroactive provisions of present plan to be removed).

Dental Plan (new) - Employer pays 100% of premium cost. Plan covers basic, orthodontic and major items with no deductible and 50% co-insurance.

Pension Plan: Effective Jan. 1, 1974, new non-contributory plan provides a basic benefit of \$9 per month per year of service.

Minimum guarantee of \$500 per month at age 65 with 30 years' service, including government pensions.

Mininum guarantee of \$500 per month for early retirement after age 60 and 30 years' service. Other early retirements are actuarially reduced up to 4% per year.

Basic pension to be escalated to a maximum of 2% per year after normal retirement date.

Pay back provisions so that those employees who withdrew pension contributions in 1968 can qualify for early retirement at age 60 with 30 years' service.

Meal Allowance: After 3 hours of overtime - \$2.00 (\$1.50).

Safety Shoe Allowance: Employer provides one pair per year to a maximum cost of \$20, or two pairs to a maximum of \$10 per pair (formerly maximum contribution of \$7.50 per year towards cost of one pair of safety shoes).

TOBACCO PRODUCTS

Benson & Hedges (Canada) Limited at Brampton - Local 325, Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 12, 1974 to Apr. 11, 1976, covering 286 employees, settled at the bargaining stage. (Previous agreement expired Apr. 11, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 12/74</u>	<u>Apr. 12/75</u>
General Increases		60¢	50¢
General Work - Light		\$4.32 (\$3.72)	\$4.82
General Work - Heavy		\$4.87 (\$4.27)	\$5.37
Machinist		\$6.99 (\$6.39)	\$7.49

Probationary period is 40 working days (previously 2 months).

Cost-of-Living Allowance: Effective during the first year of the contract, a bonus of \$10 for each 1.0 change in the March 1975 Consumer Price Index (1961 = 100) above the May 1974 Index, up to a maximum of \$50.

Effective August, 1975, 1¢ per hour per 0.5 change in the Consumer Price Index above the April 1975 Index (1961 = 100), to be adjusted quarterly, up to a maximum of 25¢ per hour.

Shift Premiums: 0 - 20¢ - 35¢ (0 - 14¢ - 20¢).

Paid Vacations: 3 weeks after 5(7) years, 4 weeks after 12(15) years and 5 weeks (new) after 17 years.

Welfare: Life Insurance for Retirees - Effective May 1, 1974, \$3,000 (new).

Weekly Indemnity Plan - Effective May 1, 1974, benefits of 70% of regular pay, payable on a 1-8-26 basis (previously benefits of 66-2/3% of regular pay up to a maximum of \$100 per week, payable on a 1-8-28 basis, with the third to seventeenth weeks inclusive covered under the U.I.C. plan).

Major Medical Plan (includes drugs) - Effective May 1, 1974, 90% (80%) of expenses paid.

Pension Plan: Survivor Benefits - Effective as soon as possible, 50% of benefits payable to surviving spouse (new).

TEXTILE INDUSTRY

Canadian Vinyl Fabrics, Stauffer Chemical Company of Canada, Ltd., New Toronto Works - Local 13286, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Feb. 1, 1974 to Jan. 31, 1976, covering 351 employees, settled at the mediation stage. (Previous agreement expired Jan. 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 1/74</u>	<u>Feb. 1/75</u>	
General Increases		12%	10%	
General Labour		\$3.92 (\$3.50)	\$4.31	
Electrician - First Class		\$5.16 (\$4.61)	\$5.68	
Sunday Premium : 75¢ (60¢) per hour.				
Shift Premiums:	0 - 15¢ - 20¢ (0 - 14¢ - 17¢).			
Paid Vacations:	5 weeks after 20 (22) years. Effective Feb. 1, 1975, 4 weeks after 12 (15) years.			
Welfare:	<u>Life Insurance</u> - \$3,500 (\$2,500).			
	<u>Weekly Indemnity Plan</u> - Benefits of \$115 (\$110) per week, payable on a 1-4-26 basis (same).			
	Employer makes up the difference if Workmen's Compensation benefits are less than \$115 per week.			
	<u>Major Medical Plan</u> - Deductibles reduced to \$10 (\$25) for single employees and \$20 (\$50) for married employees.			
	<u>Drug Plan</u> - Effective April 1, 1974, plan with deductible of 35¢ per prescription is introduced (new).			
Meal Allowance:	\$1.75 (\$1.50) when required to work overtime. Effective Feb. 1, 1975, \$2.00.			
Safety Shoe Allowance:	Employer pays \$18.00 (\$13.50) per year.			
WOOD				
<u>Dashwood Industries Limited at Centralia, Dashwood and Mt. Brydges - Local 3054, Carpenters (AFL-CIO/CLC): A 36 - month renewal agreement effective from Nov. 16, 1973 to Nov. 15, 1976, covering 200 employees, settled after a strike with mediation assistance. (Previous agreement expired Nov. 15, 1973).</u>				
<u>Wages:</u>	<u>Effective</u>	<u>Nov. 16/73</u>	<u>Nov. 16/74</u>	<u>Nov. 16/75</u>
General Increases		35¢	35¢	35¢
Rate 3 Cut-off Saw (Breakout)		\$3.08-\$3.50 (\$2.73-\$3.15)	\$3.43-\$3.85	\$3.78-\$4.20
Millwright		\$3.68-\$4.03 (\$3.33-\$3.68)	\$4.03-\$4.38	\$4.38-\$4.73

Probationary period is 45 calendar days. Maximum rates reached after 2 increments, one after 45 days and one after 6 months.

Cost-of-Living Allowance: Effective Jan. 1, 1975, 1¢ per hour per 0.45 change in the Consumer Price Index above the September 1974 Index (1961=100) to be adjusted quarterly and folded into the wage rates, with a cap of 10¢ each year.

Shift Premiums: 0 - 15¢ - 18¢ (0 - 12¢ - 18¢).

Paid Vacations: 3 weeks after 8 (10) years and 4 weeks (new) after 12 years.

Bereavement Leave: Grandchildren included in up to 3 days' paid leave to attend funeral or make arrangements.

Jury Duty Leave: Employer makes up difference between pay for jury service and regular pay (new).

Welfare: Life Insurance and A. D. & D. - Effective April 1, 1974, \$3,000 (\$2,000).

Weekly Indemnity Plan - Effective April 1, 1974, benefits increase to \$70 (\$60) per week payable on a 1-8-13 basis.

Major Medical Plan (includes drugs) - Effective April 1, 1974, deductibles of \$10 (\$25) for single employees and \$20 (\$50) for married employees up to a maximum of \$10,000 (\$5,000) per person.

Meal Allowance : \$3.00 (\$2.50) for dinner.

FURNITURE AND FIXTURE

RCA Limited (Cabinet Division) at Owen Sound - Local 2-499, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 325 employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1974).

Wages:	Effective	Apr. 3/74	Mar. 26/75
	General Increases	35¢	35¢
	Additional Adjustments	5% for present dayworkers; all piecework converted to day-work with rates for pieceworkers to be readjusted, including a 120% guarantee	
Sweeper	\$3.52 - \$3.55 (\$3.00 - \$3.03)	\$3.87 - \$3.90	
Electrician A	\$4.03 - \$4.21 (\$3.49 - \$3.66)	\$4.38 - \$4.56	

Probationary period is 40 worked days. Employees receive increments of 5¢ (4¢) every 3 months until maximum rates are reached.

Shift Premiums: 0 - 16¢ - 18¢ (0 - 14¢ - 16¢). Effective Apr. 1, 1975, 0 - 17¢ - 19¢.

Paid Vacations: 3 weeks after 7(8) years and 5 weeks (new) after 25 years.

Jury Duty Employer makes up the difference between jury duty pay or Leave: pay for Crown Witness and regular pay (new).

Welfare: Weekly Indemnity Plan - Effective Apr. 1, 1974, benefits of 66-2/3% up to a maximum of \$113 per week (previously benefits ranged from \$63 - \$75 according to salary) payable, as previously, on a 1-7-26 basis.

Major Medical Plan (includes drugs) - Deductibles reduced to \$10 (\$150) for single employees and \$20 (\$200) for employees with dependent(s), with remaining expenses 100% (80%) paid.

MACHINERY

Dorr-Oliver-Long Limited at Orillia-Local 4697, Steelworkers (AFL-CIO/CLC):

In January 1973, a 24-month renewal agreement was ratified, effective from Jan. 1, 1973 to Dec. 31, 1974, covering 320 employees. This agreement provided for increases as follows-

Wage Reopener

Wages:	Effective	<u>Jan. 1/73</u>	<u>Sept. 1/73</u>	<u>July 1/74</u>
Increases	20¢	13¢ for Group I to VI; 16¢ for Groups VII to XII	13¢ for Group I to VI; 16¢ for Groups VII to XII	13¢ for Group I to VI; 16¢ for Groups VII to XII
Group I (includes Labourer)	\$2.70-\$2.82 (\$2.50-\$2.62)	\$2.83-\$2.95	\$2.96-\$3.08	\$2.96-\$3.08
Group XII (includes Electrician I)	\$3.64-\$3.80 (\$3.44-\$3.60)	\$3.80-\$3.96	\$3.96-\$4.12	\$3.96-\$4.12

The parties have now signed a memorandum which provides for increases ranging from 15¢ to 39¢ depending on classification and effective from Mar. 4, 1974. As a result of this increase, the rates for Group I and Group XII are as follows-

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 4/74</u>
	Group I (includes Labourer)	\$2.98-\$3.10
	Group XII (includes Electrician I)	\$4.19-\$4.35

Probationary period is 45 working days. Maximum rate for Job Group I reached after 6 months and for Job Group XII after 4 five-month increments.

James Howden & Parsons of Canada Limited at Toronto - Local 637, Boilermakers (AFL-CIO/CLC): A 24 - month renewal agreement effective from Jan. 13, 1974 to Jan. 12, 1976, covering 220 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired Jan. 12, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 13/74</u>	<u>June 13/74</u>	<u>Jan. 13/75</u>
	Increases	42¢-79¢	10¢	8%
	General Labourer	\$3.93 (\$3.51)	\$4.03	\$4.35
	Maintenance	\$5.32 (\$4.71)	\$5.42	\$5.85

Cost-of-Living Allowance: Effective in 1975, 1¢ per hour for regular hours per 0.5 change in the Consumer Price Index above the December 1974 Index for Toronto (1961=100), to be adjusted quarterly (new).

Paid Vacations: 3 weeks after 6 (7) years and 4 weeks after 16 (20) years. Effective in 1975, 3 weeks after 5 years.

Pension Plan: \$4.50 (\$2.50) per month per year of service.
10 years' service requirement for full vesting is removed.

SKF Manufacturing of Canada Ltd. at Scarborough - Local 901, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 20-month renewal agreement effective from Mar. 19, 1974 to Nov. 14, 1975, covering 635 employees, settled after a work stoppage. (Previous agreement expired Nov. 14, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 20/74</u>	<u>Nov. 15/74</u>
	General Increases	44¢	30¢
	Skilled Trades Adjustment	10¢	

	Mar. 20/74	Nov. 15/74
Cleaner	\$3.73 (\$3.29)	\$4.03
Electrician	\$5.55 (\$5.01)	\$5.85
Retroactivity:	44¢ per hour for all hours worked between Nov. 15, 1973 and Feb. 14, 1974, payable after the employee has completed 5 days attendance at work following recall.	
Cost of Living Allowance:	1¢ per hour for each 0.5 rise in the Consumer Price Index, based on the 1961 CPI, with a cap of 6¢ per hour for index changes between April and October 1974, 12¢ between April 1974 and April 1975 and 18¢ between April 1974 and November 1975 (new).	
Paid Vacation:	3 weeks after 7 (8) years' service, 4 after 17 (18) years and 5 after 24 (25) years. In the second year of the agreement 3 weeks after 6 years and 4 after 16 years.	
Pension Plan:	<u>Eligibility</u> - Employee may join plan after age 35 (40). <u>Benefits</u> - \$6.00 (\$4.50) per month for each year of service . <u>Vesting Rights</u> - After 10 years' service (new). <u>Death Benefit</u> - Retirees after Apr. 1, 1974, receive \$1,000 Death Benefit Policy, at retirement. <u>Existing Pensioners</u> - Receive an additional \$10 per month.	

TRANSPORTATION EQUIPMENT

Long Manufacturing Division, Borg-Warner (Canada) at Oakville - Local 1256, Auto Workers (CLC): A 36-month renewal agreement effective from Mar. 16, 1974 to Mar. 15, 1977, covering 314 employees, settled at the conciliation officer stage. (Previous agreement expired Mar. 15, 1974).

Wages :	Effective	Mar. 16/74	Mar. 15/75	Mar. 15/76
General Increases		28¢	18¢	15¢
Cost-of-Living Fold-in	was incorporated into wage rates			
Stock Handler		\$4.92 (\$4.02)	\$5.10	\$5.25
Electrician		\$5.90 (\$5.00)	\$6.08	\$6.23

Cost-of-Living Allowance: 1¢ per 0.35 (0.45) rise in the Consumer Price Index (1961 = 100), to be adjusted quarterly.

Shift Premiums: 0 - 20¢ - 25¢ (0 - 14¢ - 18¢)

Paid Holidays: Two additional days are added during the Christmas period for a total of 14(12).

Bereavement Leave: Grandparent, grandchild, step-parent and step-child included in up to 3 days' paid leave.

Welfare: Life Insurance and A.D. & D. - Effective April 1, 1974, \$10,000 (\$8,500).

Life Insurance for Retirees - Effective April 1, 1974, \$3,000 (\$2,750).

Weekly Indemnity Plan - Effective April 1, 1974, benefits of \$130 (\$95) per week payable, as previously, on a 1-1-8-52 basis.

Transition Survivor and Bridge Survivor Income Benefits - Effective April 1, 1974, benefits of \$200 (\$175) per month for specified eligible survivors, or \$225 (\$200) if survivor is a spouse with dependent(s) or a dependent who is not survived by either parent, reduced by benefits payable under the Canada Pension Plan and Old Age Security but to no less than \$125 (\$100) per month.

Pension Plan: Effective Sept. 1, 1974, basic benefits increase to \$9.00 (\$7.50) per month per year of service. Effective Apr. 1, 1975, \$9.50 per month per year of service.

Employees who retire between Mar. 1, 1974 and Aug. 31, 1974 will receive benefits of \$8.25 as of Sept. 1, 1974; \$8.50 as of Apr. 1, 1975; and \$8.85 as of Apr. 1, 1976.

Employees who retire at age 58 with 30 years' service or more will receive benefits of \$550 (\$450) per year as of Aug. 31, 1974 and \$625 per year as of Apr. 1, 1975.

Supplementary Pension - Effective Apr. 1, 1974, benefits of \$8.50 (\$7.50), payable before age 65. Effective Sept. 1, 1974, benefits of \$9.00 and effective Apr. 1, 1975, benefits of \$9.50.

Effective Sept. 1, 1974, benefits of \$5.00 (\$4.30) payable from age 65, and effective Apr. 1, 1975, benefits of \$8.00.

Supplementary Unemployment Benefit Plan: Maximum regular benefits of \$90.00 (\$77.50) per week plus \$2.50 per dependent up to a maximum of 4.

Safety Shoe Allowance: Employer pays \$10 per year (new).

ELECTRICAL PRODUCTS

Canadian General Electric Company Ltd. at Toronto, Peterborough, Guelph, Barrie and Trenton - Locals 507, 508, 509, 515, 516, 519, 524, 526, 537, 539, 541 and 545, United Electrical Radio and Machine Workers of America (CLC): A 24-month renewal agreement, effective from Dec. 24, 1973 to Dec. 24, 1975, covering 6,300 employees, settled after a work stoppage.

Wages:	Effective	Mar. 13/74	July 1/74	Dec. 24/74
General Increases		11% (min. 41¢)	10¢ (in lieu of COLA)	8% (min. 34¢)
1st Class Maintenance and Construction Trades Adjustment		2.5¢-17.4¢		
All rates below Labourer rate		2¢		
Area Adjustments				
Trenton Plant		5¢-10¢		4¢-8¢
Barrie Plant		5¢-9¢		1.2¢-5¢
Labourer (Toronto and Peterborough)		\$4.095 (\$3.685)	\$4.195	\$4.535
Tool and Die Maker Grade I		\$5.663 (\$5.102)	\$5.763	\$6.224

Retroactive Pay: The increases are to be paid for all hours worked between Dec. 24, 1973 to Mar. 12, 1974.

Cost of Living Allowance: Effective in Dec. 1974, a cost of living allowance based on 1¢ per hour for each full 0.45 points rise in the C.P.I. (1961 equals 100) paid quarterly on the movement from December 1974 to March 1975, March 1975 to June 1975 and June 1975 to September 1975. The maximum amount payable will be 20¢ per hour. The allowance will be payable on regular scheduled hours worked but included in vacation pay, holiday pay and other paid absences.

Shift Premiums: Effective Mar. 13, 1974, 0-18¢-20¢ (0-14¢-16¢).

Paid Holidays: Effective in 1975, one additional floating holiday for a total of 11 paid holidays.

Paid Vacation: Effective in 1974, 3 weeks after 5 (8) years' service, 4 weeks after 15 (18) years and 5 weeks after 25 (28) years.

Health and Welfare: Effective in 1974, OHIP subsidy is increased to 75% (60¢ per week) of premium.

Health and
Welfare:

Weekly Indemnity - Plan has been integrated with U.I.C. to provide maximum coverage up to 54 weeks at 66 2/3% of earnings to a maximum of \$113 per week. The present 50% coverage for the 4th and 5th days has been raised to 66 2/3%.

Pension Plan:

10% added to pensions accumulated to Dec. 31, 1958.

Basic Plan - The minimum pension under the Basic non-contributory portion changed to a final-earnings average formula to apply to pensions from Jan. 1, 1959 as follows:

- final earnings average \$8,500 per year or less, 0.7% of final years' average multiplied by years of accredited service.
- final earnings average over \$8,500 per year, 0.7% of yearly earnings, with a minimum of \$59.50 per year.

Contributory Plan - Contributory option raised to 5% (was 3%) over yearly maximum pensionable earnings, in addition to 1% of all earnings

Early Retirement - No actuarial reduction for an employee at age 62 with 32 years' service. From age 60 to 62 with 32 years of service pensions will be reduced by 0.5% per month that an employee is less than 62 years of age at retirement.

Supplemental Payment (early retirement) - \$120 (\$105) per month with 25 or more years' credited service until the employee is eligible for OAS and/or CPP/QPP benefits. \$110 (\$100) per month with 20 years but less than 25 years' credited service.

Vesting - Complete vesting after 15 (20) years' service or at age 40 (45) and 10 years of service.

Bereavement
Leave:

Effective Mar. 13, 1974, service requirement reduced to 1 month (52 weeks).

Canadian General Electric Company Ltd. at Oakville and Cobourg, Ont. and Montreal, Quebec, and St. André Est, Qué. - Locals 501, 504, 515, 516, 518, 531 and 582, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 5, 1974 to Mar. 5, 1976, covering 3,850 employees, settled at the mediation stage.

Wages:

	Effective	Mar. 5/74	Sept. 1/74	Mar. 5/75
General Increases		11% (min. 41¢)	10¢ (in lieu of COLA)	8% (min. 34¢)
All rates below Labourer		2¢		
Area Adjustments				
Montreal Plant		3¢		2¢
Quebec Plant		4¢		4¢-7¢
St. André Est		3¢ - 5¢		1¢-3¢
Cobourg Plant				

	Mar. 5/74	Sept. 1/74	Mar. 5/75
Labourer (Oakville Plant)	\$4.09 (\$3.68)	\$4.19	\$4.53
Tool and Die Maker	\$5.64 (\$5.08)	\$5.74	\$6.20
Cost of Living Allowance:	Effective in Feb. 1975, a cost of living allowance based on 1¢ per hour for each 0.45 points rise in the C.P.I. (1961 equals 100) paid quarterly on the movement from: February 1975 to May 1975, May 1975 to August 1975, and August 1975 to November 1975. The maximum payable will be 20¢ per hour. The allowance is payable on regular scheduled hours worked but will be included in vacation pay, paid holidays and other paid absences.		
Bereavement Leave:	Effective Mar. 13, 1974, the service requirement is reduced to 1 (3) month.		
Other Changes:	Similar to settlement between Canadian General Electric Company and the United Electrical Workers, reported on pages 10 and 11.		

Canadian General Electric Company Limited at Guelph, Peterborough and Toronto - Local 164, Technical Engineers (AFL-CIO/CLC): Four 24-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1975, covering 365 employees, settled at the bargaining stage. (Previous agreements expired Dec. 31, 1973).

Wages:	Effective	Jan. 1/74	July 1/74
General Increases	11%, with a minimum increase of \$16.40 per 40 hour week on maximum rate of each classification		-
Additional Adjustments	\$1.60 per 40 hour week for Detailers 1 and 4 in Peterborough and Guelph		
Cost-of-Living Adjustment	-	\$4.00 per 40 hour week	
Detailer 4	\$125.56 - \$156.00 (\$111.68 - \$138.00)	\$129.56 - \$160.00	
Designer 1	\$237.83 - \$258.52 (\$214.26 - \$232.90)	\$241.83 - \$262.52	

Effective	<u>Dec. 31/74</u>
General Increases	8%, with a minimum increase of \$13.60 per 40 hour week on maximum rate of each classification

Additional Adjustments	-
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Cost-of-Living Adjustment	-
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Detailer 4	\$139.92 - \$173.60
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Designer 1	\$261.18 - \$283.52
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Rates shown apply to Peterborough.

Cost-of-Living Allowance: Effective in 1975, 40¢ per 40 hour week per full 0.45 (0.50) change in the Consumer Price Index, to be adjusted quarterly on the increases from December 1974 to March 1975, March 1975 to June 1975 and June 1975 to September 1975, up to a maximum of \$8.00 per week. This allowance is included in vacation pay, holiday pay and other paid absences.

Paid Holidays: One additional floating holiday is added in 1975 for a total of 11(10) in that year.

Paid Vacations: 3 weeks after 5(8) years, 4 weeks after 15(18) years and 5 weeks after 25(28) years.

Welfare: Weekly Indemnity Plan - Effective Mar. 16, 1974, benefits increase to 66-2/3% (60%) of earnings up to a maximum of \$113 (\$100) per week payable on a 1-8-39 basis.

The Weekly Indemnity Plan and the U.I.C. Sickness Benefit Plan are integrated to provide for a combined coverage of up to 54 weeks.

OHIP - Effective Mar. 16, 1974, employer pays 75% (60¢ per week) of the premiums.

Pension Plan - Details are similar to those reported on page 11 for Canadian General Electric and the United Electrical Workers Union.

Crouse - Hinds Canada Ltd. and The Taylor Die and Tool Mfg. Co. Ltd. at London - Local 2341, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 21-month renewal agreement effective from Mar. 4, 1974 to Nov. 26, 1975, covering 210 employees, settled at the conciliation officer stage. (Previous agreement expired Nov. 26, 1973).

Wages: Employees on the payroll as of Mar. 4, 1974 receive retroactive pay for all hours worked, pro-rated during the period from Nov. 27, 1973 to Mar. 3, 1974.

Effective	<u>Mar. 4/74</u>	<u>Nov. 25/74</u>
General Increases	9.5%	30¢
Additional Adjustments	5¢-10¢ inequity adjustments for some classifications to be applied to rates in effect before Mar. 4, 1974	5¢ inequity adjustment for some classifications

Packer	\$2.98 - \$3.20 (\$2.67 - \$2.87)	\$3.33 - \$3.55
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Maintenance Mechanic	\$3.93 - \$4.20 (\$3.49 - \$3.74)	\$4.23 - \$4.50
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Die & Tool Maker Gr. 1	\$4.37 - \$4.64 (\$3.99 - \$4.24)	\$4.67 - \$4.94
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Probationary period is 2 consecutive months. Maximum rates reach after 4 three-month steps.

Lead Hand Premium: 25¢ (10¢) per hour.

Shift Premiums: 0 - 17¢ - 20¢ (0 - 15¢ - 18¢).

Pay for Work on a Paid Holiday: Double time (time and one-half) in addition to regular holiday pay.

Paid Holidays: Full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 11(10).

Paid Vacations: Effective in 1975, 3 weeks after 7(8) years, 4 weeks after 17(18) years and 5 weeks (new) after 27 years.

Bereavement Leave: 3(1) days' paid leave granted to attend funeral upon death of grandchild, brother-in-law or sister-in-law.

Welfare: Weekly Indemnity Plan - Effective Mar. 1, 1974, benefits range from \$65 to \$75 (previously \$55 to \$70) per week, scaled according to wage rates, payable on a 1-8-13 basis, with further benefits, as previously, for employees with service ranging from 5 years to 20 years or more for up to an additional 13 weeks. Effective Jan. 1, 1975, benefits are payable on a 1-4-26 basis.

CHEMICAL AND CHEMICAL PRODUCTS

Lever Detergents Limited at Toronto - Local 32, Chemical Workers (AFL-CIO/CLC):
 A 24-month renewal agreement effective from Mar. 15, 1974 to Mar. 15, 1976, covering 400 employees, settled at the bargaining stage. (Previous agreement expired March 15, 1974).

<u>WAGES:</u>	<u>Effective</u>	<u>Mar. 15/74</u>	<u>Mar. 15/75</u>
	General Increases	11½%	10%
	Cleaner (General Services)	\$4.510 (\$4.045)	\$4.961
	Machinist	\$6.601 (\$5.920)	\$7.261

Probationary period is 13 (26) weeks.

Shift Premiums: Effective March 15, 1975, 5% (4.7%) of negotiated base rate for the previous year i.e. \$4.510.

Paid Vacations: 3 weeks after 5 (6) years.

Bereavement Leave: 3 (1) days' paid leave granted to attend funeral upon death of brother or sister.

Welfare: Life Insurance for Retirees - Effective March 15, 1974, benefits of \$1,000 (new) at age 65.

Dental Plan - Effective March 15, 1975, employer pays 100% (new) of the premiums for basic dental plan with a \$25. deductible per single employee, and \$50. deductible per family and with 80% co-insurance.

OHIP - Employer pays 80% (63%) of the premiums for OHIP.

MISCELLANEOUS MANUFACTURING

Honeywell Ltd. at Scarborough - United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 24-month renewal agreement effective from Mar. 1, 1974 to Feb. 29, 1976, covering 650 employees, settled at the post conciliation bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 4/74</u>	<u>Mar. 3/75</u>
	General Increases	47¢	35¢
	Tradesman Adjustments	20¢	11¢
	Labourer	\$3.52 (\$3.05)	\$3.87
	Tool & Die Maker	\$5.93 (\$5.26)	\$6.39

Shift Premiums: 0-18¢-21¢ (0-17¢-21¢).

Paid Vacation: 3 weeks after 5 (6) years, 4 weeks after 15 (16) years.

Health and Welfare: Weekly Indemnity - 66 2/3% of earnings to a maximum of \$113 per week, on a 1-4-52 basis. UIC benefits apply from 3rd to 17th week inclusive (formerly maximum benefits of \$80 per week on a 1-4-39 basis).

Pension Plan: Benefit - \$7 (\$6) per month per year of service.

Early Retirement - At age 62, if employee's age plus years of service equal 85, with no actuarial reduction (new).

EDUCATION AND RELATED SERVICES

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC)
(office employees): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 500 employees, settled at the conciliation officer stage.

Wages: Effective Jan. 1/74

General Increase

Employees earning up to \$6,500	9%
Employees earning more than \$6,500	8%

Annual Rates

Clerk-Typist 1	\$4,496-\$5,704 (\$4,125-\$5,233)
Head Secretary	\$7,238-\$8,734 (\$6,702-\$8,086)
Researcher	\$8,921-\$12,043 (\$8,260-\$11,151)

Overtime: Time and one-half for overtime after 6 (7) hours during the months of July and August. During July and August the normal work day consists of 6 hours.

Call-back Pay: Guarantee of 3 (2) hours at overtime rate.

Paid Vacation: 5 weeks (new) after 30 years' service.

Health and Welfare: Life Insurance and Hospital-Medical - Employer pays 70% (66 2/3%) of cost of premiums.

Sick Leave - 24 (20) days per year. Improved sick leave gratuity for employees retiring at age 60.

Paid Leave: Marriage - one day for marriage of child, brother or sister (new).

Paternity - 3 days for birth of child (new).

Moving - 1 day for moving (new).

Fire or Flood - 3 days.

The leave is taken from accumulated sick leave.

Adoption Leave: 1 month for adoption of child.

The North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 22 - month renewal agreement effective from Mar. 1, 1974 to December 31, 1975, with wages retroactive to Jan. 1, 1974, covering 280 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	9%	9%
	Clerk Typist	\$3.49-\$4.28 (\$3.20-\$3.93)	\$3.80-\$4.67
	Maintenance Mechanic	\$5.10-\$5.65 (\$4.68-\$5.18)	\$5.56-\$6.16
	General Librarian	\$5.76-\$7.11 (\$5.28-\$6.52)	\$6.28-\$7.75

Probationary period is 3 months. Annual increases are based on merit, and maximum rates can be reached after 3 or 4 years, depending on classification.

Overtime Pay: Professional employees included in overtime pay provision of time and one-half for authorized work after 7 hours per day or 35 hours per week (previously time off in lieu after the first half hour of overtime).

Pay for Work on a Paid Holiday: Employee receives the greater of time and one-half or 7 hours pay at regular straight time rate (previously time and one-half), plus one day off in lieu.

Welfare: Dental Plan - Effective as soon as possible, employer will pay 50% of the premiums for Blue Cross No. 7 dental plan (new).

Clothing Allowance: Employer provides specific protective clothing for certain classifications (new).

HEALTH AND WELFARE SERVICES

Ottawa General Hospital at Ottawa - Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 500 employees, settled at the conciliation officer stage.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/74</u>	<u>July 1/74</u>
	General Increases	8%	4%
	R.N.A. Adjustment	\$2.00 per week	
	Nurses Aide	\$102.02 - \$113.42 (\$ 94.48 - \$105.00)	\$106.08 - \$117.97

	Jan. 1/74	July 1/74
Registered Nursing Assistant	\$131.75 - \$145.85 (\$120.56 - \$132.48)	\$137.02 - \$151.68
Journeyman Electrician	\$200.88 - \$208.59 (\$186.00 - \$193.12)	\$208.91 - \$216.93

Hours of Work: Effective April 15, 1974, 38-3/4 (40) hours per week. Effective July 1, 1974, 37-1/2 hours.

Shift Premium: \$1.10 (\$1.00).

Paid Vacations: 4 weeks after 12(15) years' service.

Welfare: Life Insurance and Hospital Medical Premium - Employer pays 85% (75%) of premium cost.

Punch clocks will be eliminated.

PROVINCIAL ADMINISTRATION

Ontario Government - Civil Service Association of Ontario (Ind.) (general services category): A 24-month renewal agreement covering wages only, effective from Jan. 1, 1974 to Dec. 31, 1975, covering 18,000 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
	Increases	8%-9%	7%

Weekly Rates

Clerk 1, General	\$91.56-\$107.37 (\$84.00-\$98.50)	\$97.97-\$114.89
Data Processing Technician 3	\$154.78-\$181.21 (\$142.00-\$166.25)	\$165.61-\$193.89
Investigator 2, Ontario Securities Commission	\$305.37-\$373.06 (\$282.75-\$344.50)	\$326.75-\$398.10

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.): A 12-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1975, covering 3,670 employees, settled at the bargaining stage.

Wages:	Effective	<u>Apr. 1/74</u>
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Annual Rates

Constable (12-24 months)	\$11,724 (\$10,610)
Constable, 1st Class (36 months and over)	\$13,536 (\$12,250)
Staff Sergeant (12 months and over)	\$17,072 (\$15,450)

Acting Pay:	Retroactive pay to the first day after 20 working days in the acting capacity (previously acting pay was paid from the 21st day on).
Bereavement Leave:	Extended to include brother-in-law and sister-in-law for up to 3 days' paid leave.
Plain Clothes Allowance:	\$425 (\$375) per year.
Moving Expenses:	Where an employee was transferred for the convenience of the employer during the last five years prior to retirement or death, and he or his widow apply within one year of the date of retirement or death of the employee for assistance to return to a location of his or her choice within Ontario, allowable moving expenses will be paid.

LOCAL ADMINISTRATION

Ottawa City and Regional Municipality of Ottawa-Carleton - Local 503, Canadian Union of Public Employees (CLC): Two 12-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1974, covering 3,710 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>
	General Increase	9.35%
	Labourer	\$3.99-\$4.28 (\$3.65-\$3.91)
	Electrician 3	\$5.49 (\$5.02)

Annual Rates

Clerk 1	\$5,859.92-\$7,442.00 (\$5,358.87-\$6,805.67)
Senior Appraiser	\$15,402.59-\$18,325.51 (\$14,085.59-\$16,758.58)

Paid Holidays: Shift workers at Homes For Aged may take their 11 statutory holidays (no change) at any time (new).

Paid Vacation: 3 weeks after 3 (5) years' service.

Health and Welfare: Hospital-Medical Premiums - Effective February 1975, employees living in Québec will receive an amount equal to the amount the employer contributed in the previous year to the Ontario Hospital-Medical Plan (new).

Safety Shoe Allowance: Employer contributes \$10 per year (new).

Toronto City and Toronto Metropolitan - Local 43, Canadian Union of Public Employees (CLC) (outside employees): Two 24-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1975, covering 2,200 City and 1,935 Metro employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>		
	General Increases	9%	9%		
	Labourer	\$4.64 (\$4.26)	\$5.06		
	Machinist	\$5.88 (\$5.39)	\$6.41		
Shift Premiums:		20¢ per hour for regularly scheduled 24-hour, 7 days per week rotating shift (new).			
Paid Vacation:	4 weeks after 13 (15) years of service, 5 weeks after 22 (25) years. On retirement, unused vacation may be paid for in cash (previously vacation had to be taken prior to date of retirement).				
Health and Welfare:	<u>Long Term Disability</u> - Employer pays 100% of premium cost (previously employer contributed 2¢ per hour per employee).				
Citizenship Court:	1 day's paid leave of absence when Court is convened during employee's normal working hours (new).				
Tool Allowance:	\$78 (\$30) per year for automotive mechanic. New for automotive machinist and auto body repairer.				
Maternity Leave:	Unpaid leave to maximum of 12 weeks after 1 year of continuous service (new).				

York Regional Municipality (Police Department) - Regional Municipality of York Police Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 250 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>
	General Increases	11.7%
	Additional Adjustments	\$27 - \$475 depending on classification
	3rd Class Constable	\$11,080 (\$9,837)
	1st Class Constable	\$13,500 (\$12,095)
	Inspector	\$18,000 (\$15,787)

Paid Vacations: 5 additional days' leave (new) will be granted to employees who take their vacation between Sept. 15 and June 15.

Temporary Transfer: Employees assigned to the detective office receive rate of higher rank after 30 days (new).

Court Time: Minimum of 3 hours pay at time and one-half for each court session (previously minimum of 3 hours pay at straight time for employee required to attend court during off-duty hours).

Welfare: Life Insurance, Extended Health Care Plan and OHIP - Employer pays 100% (75%) of the premiums.

TRANSPORTATION

Air Canada (system-wide) - Canadian Air Line Employees' Association (CLC): A 36-month renewal agreement effective from Oct. 1, 1973 to Sept. 30, 1976, covering 2,250 employees, settled at the mediation stage.

	Effective	<u>Oct. 1/73</u>	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>
	General Increases	5% plus 23¢	5% plus COLA	5% plus COLA
	9th Step	\$10 per month		
	1st Step	\$3.172 (\$2.802)	\$3.331 plus COLA	
	9th Step	\$5.364 (\$4.834)	\$5.632 plus COLA	
Cost of Living Allowance:	Effective Oct. 1, 1974, 1¢ per hour per 0.5 increase in the Consumer Price Index (1961 equals 100), calculated quarterly in January, April, July and October of each year. The adjustment will be folded into the employees' salaries immediately. The allowance will be limited to 26¢ from Oct. 1, 1974 to Sept. 30, 1975 and 26¢ from Sept. 30, 1975 to Sept. 30, 1976.			
Shift Premiums:	Effective Oct. 1, 1973, 0-29¢-36¢ (0-24¢-31¢); Oct. 1, 1975, 0-32¢-39¢.			
Special Premium:	Effective Oct. 1, 1973, a new premium of 5¢ per hour additional for each hour worked during any shift commencing outside of the following times: Day Shift, 0700 to 1001; Afternoon, 1500 to 1701; Night Shift 2300 to 0101.			
Paid Holidays:	Effective in 1976, 1 additional (CALEA option) for a total of 11.			
Paid Vacation:	Effective in 1974, 5 weeks after 20 (25) years' service.			
Meal Allowances:	Effective Mar. 22, 1974, breakfast \$2.00, lunch \$2.50, dinner \$3.00.			
Longevity Pay:	Effective Oct. 1, 1973, 4¢ per hour after 10 years' service, 1¢ per hour for each subsequent year of service to a maximum of 10¢.			
Cleaning Allowance:	Effective Oct. 1, 1973, \$6 (\$5) per month; Oct. 1, 1975, \$7 per month.			

ADDENDUM

This addendum consists of one settlement ratified in November 1973.

WHOLESALE TRADE

Samuel, Son & Co. Limited at Mississauga - Local 6398, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 6, 1974 to May 5, 1977, with wages retroactive to Nov. 26, 1973, covering 300 employees, settled at the bargaining stage, and ratified in November 1973. (Previous agreement was to expire May 5, 1974).

Wages:	Effective	Nov. 26/73	May 6/74
	Increases	20¢	21¢ - 39¢
	Group V (Labourer)	\$3.63 (\$3.43)	\$3.91
	Maintenance	\$4.57 (\$4.37)	\$4.96
	Truck Driver - (Tandem)	\$4.05 (\$3.85)	\$4.36
	Effective	May 6/75	May 6/76
	Increases	31¢	31¢ - 35¢
	Group V (Labourer)	\$4.22	\$4.53
	Maintenance	\$5.27	\$5.62
	Truck Driver - (Tandem)	\$4.67	\$5.01
Cost-of-Living Allowance:	Effective Jan. 1, 1976, 1¢ per hour per 0.5 change in the Consumer Price Index above the Index published in September 1975 (1961=100), up to a maximum of 15¢ in 1976, and 20¢ over the life of the contract (new).		

Shift Premiums: 0 - 17¢ - 17¢ (0 - 15¢ - 15¢).

Paid Holidays: Boxing Day is added for a total of 11(10).

Paid Vacations: 3 weeks after 6 (8) years, 4 weeks after 16 (17) years and 5 weeks (new) after 20 years.

Welfare: Weekly Indemnity Plan - Benefits of 66-2/3% of wages, (previously \$70 per week), up to the maximum payable under the U.I.C., payable on a 1 - 4 - 26 basis.

Dental Plan - Effective May 6, 1975, employer will contribute 7¢ per hour worked towards the premium (new).

Pension Plan: \$4.00 (\$3.00) per month per year of past and future service.

Clothing Allowance: Employer pays \$110 (\$100.) per year to truck drivers towards the cost of uniforms.

CUMULATIVE INDEX

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Carling O'Keefe Ltd. and Canadian Breweries Transport Ltd., Etobicoke and Waterloo Corby Distilleries Limited, Corbyville Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport, Ltd., Toronto Rowntree Company Ltd., Toronto	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC) Brewery Workers (AFL-CIO/CLC) Retail Wholesale Employees (AFL-CIO/CLC)	Mar. Feb. Feb. Mar.	1 1 2 1
TOBACCO PRODUCTS			
Benson and Hedges (Canada) Limited, Brampton	Tobacco Workers (AFL-CIO/CLC)	Mar.	2
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The Goodyear Tire and Rubber Company of Canada, Limited, Collingwood	Rubber Workers (AFL-CIO/CLC)	Jan.	1
TEXTILE			
Artex Woollens Limited, Hespeler Canadian Vinyl Fabrics, Stauffer Chemical Co. of Canada Ltd., Toronto Glendale Spinning Mills Limited, Hamilton Harding Carpets Limited, Collingwood Uniroyal Limited, Lindsay Plants, Textile Division, Lindsay	Textile Workers Union (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC) Textile Workers Union (AFL-CIO/CLC) Textile Workers' Union (AFL-CIO/CLC) Rubber Workers (AFL-CIO/CLC)	Jan. Mar. Feb. Feb. Jan.	3 3 32 3 4
CLOTHING			
Kayser-Roth Industries Limited, London Men's Clothing Manufacturers Association of Ontario, Toronto and Hamilton	Textile Workers Union (AFL-CIO/CLC) Amalgamated Clothing Workers (AFL-CIO/ CLC)	Feb. Feb.	32 3

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Dashwood Industries Limited, Centralia, Dashwood & Mt. Brydges Weyerhaeuser Ontario Limited, Sault Ste. Marie	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)	Mar. Feb.	4 4
FURNITURE AND FIXTURE			
Canadian Association of Storefitting Manufacturers, Toronto RCA Limited (Cabinet Division), Owen Sound	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO-CLC)	Feb. Mar.	5 5
PAPER AND ALLIED			
Dryden Paper Company Ltd., Dryden	Paperworkers and Operating Engineers (I.U.O.E.) (AFL-CIO/CLC)	Jan.	19
PRINTING, PUBLISHING AND ALLIED			
The Globe and Mail Limited, Toronto	Toronto Newspaper Guild (AFL-CIO/CLC)	Jan.	5
PRIMARY METAL			
The International Malleable Iron Company Limited of Guelph ITT Grinnell Co. of Canada Limited, Toronto	Steelworkers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)	Feb. Feb.	6 5
METAL FABRICATING			
Anchor Cap & Closure Corporation of Canada Limited, Toronto Continental Can Company, Inc., LaSalle and Ville St. Laurent, Quebec; Chatham, Downview, Etobicoke, New Toronto, Trenton and Weston, Ontario; Edmonton, Alberta; Vancouver, British Columbia.	Electrical Workers (U.E.) (CLC) Steelworkers (AFL-CIO/CLC)	Feb. Feb.	7 8

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Fabricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (CLC)	Jan.	6
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Stanley Works of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	Feb.	10
Supreme Aluminum Industries Limited, Scarborough and Pickering	Employee Council Representatives of Supreme Aluminum Industries Limited (Ind.)	Jan.	7
MACHINERY			
James Howden & Parsons of Canada Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	Mar.	
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Sheller-Globe of Canada, Limited, Kralinator Filters Division, Preston	Steelworkers (AFL-CIO/CLC)	Jan.	9
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CANADA DEPARTMENT OF LABOUR

OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO REACHED DURING APRIL 1974



Prepared jointly by the Canada Department of Labour

and the Ontario Ministry of Labour

C O N T E N T S

This report consists of summaries of 39 collectively bargained settlements in Ontario's non-construction industries in April 1974. This report also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 499 employees.

Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation the bargaining unit.

Provisions in brackets refer to the previous agreement.

May 26, 1974

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MINING

Dome Mines Ltd. at South Porcupine - Local 7580, United Steelworkers of America (AFL-CIO/CLC): A 12-month renewal agreement effective from Apr. 18, 1974 to Apr. 18, 1975, covering 600 employees, settled at the conciliation officer stage. (Previous agreement expired Feb. 1, 1974).

Wages:	Effective	<u>Apr. 18/74</u>	<u>Sept. 1/74</u>
	Metal Bonus incorporated into rates	60¢	
	Increases	72¢ - \$1.03	25¢
	Surface Labourer (mine)	\$3.60 (\$2.28)	\$3.85
	Electrician	\$4.40 (\$2.77)	\$4.65
Settlement Pay:	\$6 per shift for period Feb. 1, 1974 to Mar. 31, 1974 and \$10 per shift between Apr. 1 and Apr. 15, 1974.		
Shift Premium:	0-4¢-6¢ (new).		
Paid Holidays:	Civic Holiday added for a total of 9.		
Paid Vacation:	2 weeks after 1 (2) years, 3 weeks (new) after 12 years and 4 weeks (new) after 25 years. Employees presently receiving 12 days at 4% after 3 years and 18 days at 6% after 18 years will continue to receive such additional days.		
Health and Welfare:	<u>Life Insurance</u> - Effective May 1, 1974, \$4,000 (\$3,500). Double indemnity feature added.		
	<u>OHIC and Drug Plan</u> - Effective May 1974 a new Drug Plan will be introduced. The Company will contribute \$9 (single) and \$19 (married) toward the combined OHIC and Drug Plan monthly premium.		
Pension Plan:	Now completely paid by the employer (formerly shared).		

Kerr Addison Mines Limited at Virginiatown - Kerr Addison Employees' Association (Ind.): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 401 employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1974).

Wages: Settlement pay of \$125 for all employees on payroll as of Apr. 1, 1974.

Effective	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>
General Increases	\$1.50	40¢
Labourer	\$3.74 (\$2.24)	\$4.14
Electrician A	\$4.29 (\$2.79)	\$4.69
Wage Re-Opener:	Either party may re-open negotiations on wages once during the term of the agreement, if the cost of living rises above ten percent in the second year of the agreement.	

Paid Holidays: Boxing Day is added for a total of 9(8).

Paid Vacations: 3 weeks after 12(15) years, 4 weeks after 20(25) years and 5 weeks (new) after 25 years. Effective Apr. 1, 1975, 3 weeks after 10 years, and 4 weeks after 18 years.

Bereavement Leave: 3 days' paid leave (new) granted to attend funeral upon death of parents, child, brother, sister, mother-in-law, father-in-law, sister-in-law or brother-in-law.

Welfare: Weekly Indemnity Plan - Benefits increase to \$80 (\$45) per week, payable on a 1-3-26 basis.

Clothing Allowance: Employer pays 50% (new) of the cost of one set of oilers per year if required.

LEATHER

Savage Shoes (Plant No. 7) at London - Local 300, United Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 250 employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1974).

Wages:	Effective	<u>Apr. 8/74</u>	<u>Mar. 24/75</u>
General Increases	20¢ - 21¢		20¢ - 24¢
Cost-of-Living Fold-in	10¢ cost-of-living was folded into wages rates		
Additional Adjustments	8¢ - 20¢ due to reclassification		

	Apr. 8/74	Mar. 24/75
Group D (includes sweeper)	\$2.03 - \$2.48 (\$1.65 - \$1.98)	\$2.23 - \$2.68
Group A (includes utility senior)	\$2.48 - \$3.13 (\$2.18 - \$2.83)	\$2.68 - \$3.33

Probationary period is 2 months. Maximum rates reached on merit.

Cost-of-Living Allowance: 2¢ per hour per 2.0 change (same formula) in the Consumer Price Index (1961=100) above the base 161.0 (140.0) to be adjusted semi-annually.

Paid Vacations: 3 weeks after 9 (10) years.

Vacation Pay: 8% after 21 (23) years and 10% (new) after 35 years payable for that year only.

Bereavement Leave: Son-in-law and daughter-in-law included in 1 day's paid leave to attend funeral.

Welfare: Life Insurance - \$2,000 (\$1,500) for female employees.

OHIP - Employer pays \$20 (\$18) for employees with one or more dependents and \$10 (\$9) for all other employees towards the premiums of OHIP.

TEXTILE

Du Pont of Canada Ltd. at Kingston - Kingston Independent Nylon Workers (Ind.): A 22-month renewal agreement effective from Apr. 11, 1974 to Jan. 27, 1976, covering 1,550 employees, settled at the bargaining stage. (Previous agreement expired Jan. 27, 1974).

Wages:	Effective	<u>Apr. 11/74</u>	<u>Jan. 28/75</u>
	Increases	50¢ - 60¢	42¢ - 47¢
	Package Preparation Operator	\$3.65 (\$3.05)	\$4.12
	Labourer	\$3.99 (\$3.49)	\$4.41
	Electrician 1st Class	\$5.42 (\$4.82)	\$5.89

Retroactivity: Wage increase retroactive to Jan. 28, 1974

Shift Premiums: 0-19-23¢ (0-15¢-21¢).

Sunday Premium: 75¢ (50¢) per hour.

Paid Holidays: Third Friday in July added for a total of 11.

WOOD

Canada Veneers Limited at Pembroke - Local 2754, Carpenters (AFL-CIO/CLC):

A 24-month renewal agreement effective from Mar. 1, 1974 to Feb. 29, 1976, covering 215 employees, settled at the bargaining stage. (Previous agreement expired Feb. 28, 1974).

Wages:	Effective	Mar. 1/74	Mar. 1/75	Oct. 1/75
General Increases		45¢	30¢	
Additional Adjustments	16¢ for Inspection and Packing, due to inequity adjustments			10¢ per hour for 3rd Class Stationary Engineer and Class 1 Mechanic
General Labour		\$2.79-\$2.84 (\$2.34-\$2.39)	\$3.09-\$3.14	
Maintenance Machinist		\$3.37 (\$2.92)	\$3.67	

Probationary period is 30 days. Maximum rates for General Labour reached after 90 days.

Shift Premium: 15¢ (10¢) per hour for all employees on afternoon shift.

Call-Back Pay: Minimum of 2 hours pay (new).

Paid Holidays: Half day before Christmas Day and half day before New Year's Day are added for a total of 10 (9).

Paid Vacations: 3 weeks after 8 (10) years and 4 weeks (new) after 15 years.

Bereavement Leave: 3 (1) days' paid leave granted to attend funeral upon death of brother or sister.

Grandchild included in 1 day's paid leave to attend funeral.

Welfare: Life Insurance and O.H.I.P. - Employer pays 100% (75%) of the premiums.

Weldwood of Canada Ltd., Longlac Division - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975 covering 248 employees, settled at the post conciliation bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages: Retroactive pay for all employees on payroll as of Apr. 17, 1974, pro-rated for new employees, and payable to former employees if claimed before June 1, 1974.

Effective	<u>Jan. 1/74</u>	<u>Sept. 1/74</u>
General Increases	44¢	23¢
Additional Adjustments	7¢ for classifications with rates of \$3.09, \$3.14 and \$3.19 as of Dec. 31, 1973	-
Dryer	\$3.60 (\$3.09)	\$3.83
Electrician A	\$5.14 (\$4.70)	\$5.37
Effective	<u>Jan. 1/75</u>	<u>July 1/75</u>
General Increases	44¢	-
Additional Adjustments	7¢ for classifications with rates of \$3.09, \$3.14 and \$3.19 as of Dec. 31, 1973	7¢ for classifications with rates of \$3.09, \$3.14 and \$3.19 as of Dec. 31, 1973
Dryer	\$4.34	\$4.41
Electrician A	\$5.81	-

Shift Premiums: Effective Jan. 1, 1975, 0 - 13¢ - 15¢ (0 - 8¢ - 10¢).

Reporting Pay: 8 hours' pay (new) at straight time if 4 hours or more are worked.

Paid Holidays: One additional floating day is added for a total of 11 (10).

Bereavement Leave: Up to 3 days' paid leave (new) granted to attend funeral upon death of parents, spouse, brother, sister, child, mother-in-law or father-in-law.

Jury Duty Leave: Employer makes up the difference between jury duty pay and regular pay (new).

Welfare: Life Insurance and A.D. & D. - Effective May 1, 1974, \$10,000 (\$4,000).

Weekly Indemnity Plan - Effective July 1, 1974, a weekly indemnity plan (new) will be introduced to provide benefits of 70% of weekly earnings up to a maximum of \$120 per week, payable from first day of accident and fourth day of illness for a maximum of 26 weeks.

O.H.I.P., Blue Cross Drug Plan, and Semi-private Hospitalization - Employer pays \$12.84 per month for single employees and \$26.13 per month for married employees (previously \$11.40 per month for single employees, \$22.80 per month for married employees and \$25.75 per month for married employees with dependents) towards the cost of premiums.

FURNITURE AND FIXTURE

Simmons Limited at Bramalea - Local 1267, Labourers' Union (AFL-CIO/CLC):

A 36-month first agreement replacing previous contract made with the Simmons Limited Employees' Union (Ind.), effective from Apr. 1, 1974 to Mar. 31, 1977, covering 244 employees, settled at the bargaining stage. (Previous agreement expired Jan. 10, 1974).

Wages: Retroactive pay for the period from Mar. 18, 1974 to Mar. 31, 1974, applies to all employees on the payroll on date of ratification.

Effective	<u>Apr. 1/74</u>	<u>Oct. 1/74</u>
General Increases	35¢	30¢
Group 1 (includes Packer)	\$3.49 (\$3.14)	\$3.79
Tool and Die Maker	\$5.10 (\$4.75)	\$5.40

Wage Re-Opener: Negotiations on wages for the 2nd year of the contract will be re-opened between Feb. 1 and Mar. 1, 1975.

Shift Premiums: 0 - 10¢ - 10¢ (new).

Reporting Pay: 4(3) hours' pay at straight-time rate.

Paid Vacations: 3 weeks after 7(8) years, 4 weeks after 15(18) years and 5 weeks after 25 (30) years. Effective in 1975, 3 weeks after 6 years, 4 weeks after 14 years and 5 weeks after 24 years. Effective in 1976, 3 weeks after 5 years, 4 weeks after 13 years and 5 weeks after 23 years.

Jury Duty Leave: Employer makes up the difference between fee for jury duty or Crown Witness duty and regular pay (new).

Welfare: Life Insurance - \$8,000 for all employees (previously \$4,000 for male employees and \$2,000 for female employees).

Weekly Indemnity Plan - Benefits of \$50 per week for all employees (previously \$50 for male employees and \$30 for female employees), payable on a 1-7-13 basis.

Major Medical Plan - Deductibles reduced to \$10 (\$25) for single employees and \$25 (\$75) for married employees.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Hamilton, London, Ottawa, and Toronto, Ont. and Montreal, Qué. - Locals 12-L, 27-L, 224, 517, and 542, Graphic Arts International Union (AFL-CIO/CLC) (lithography employees): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 1,685 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/74	Jan. 1/75	July 1/75
	General Increases	10% (35¢ min.)	10% (35¢ min.)	15¢
	Press Helper	\$3.55 - \$4.30 (\$3.20 - \$3.91) maximum rate after 2 years	\$3.91 - \$4.73	\$4.06 - \$4.88
	J Journeyman Pressman (5 colour press - 78" Lithotronic)	\$8.91 (\$8.10)	\$9.80	\$9.95

Paid Holidays: If the federal government declares a new statutory holiday during 1975, it will be added to the current 9 paid holidays.

Paid Vacation: Effective June 30, 1974, 4 weeks after 9 (12) years in the industry, 6 years of which must have been with the Company; June 30, 1975, 4 weeks after 8 years in the industry, 6 years with the Company.

Health and Welfare: Effective Feb. 1, 1974, employer contributes an additional 50¢ per employee per week towards cost of plan.

Employers in both Ontario and Québec contribute monthly \$14.12 (single) and \$19.82 (married) covering total premiums for the CPI-GAIU Lithographers Welfare Plan.

Employers in Ontario contribute \$5.50 per month (single) and \$11.00 (married) to OHIP, 50% of the premium cost.

Employers in Québec will remit to each employee the difference between the above OHIC premiums and the employer's portion of the Quebec Medicare premiums on a weighted average for each employer.

Pension Plan: New plan effective from Jan. 1, 1974 to Dec. 31, 1975. Total contribution of \$7.50 per employee per week, effective date of ratification.

Benefits effective Jan. 1, 1974.

Supplemental Unemployment Benefit Plan: Effective on date of ratification, maximum funding of \$75 (\$85) times the number of participating employees; effective Jan. 1, 1975, \$80.

Bereavement Leave: Son-in-law and daughter-in-law added for 1 day's paid leave.

PRIMARY METALS

Bundy of Canada Limited at Bramalea - Local 1285, Auto Workers (CLC):
 A 36-month renewal agreement effective from Mar. 15, 1974 to Mar. 14, 1977, covering 230 employees, settled during a work stoppage. (Previous agreement expired Mar. 14, 1974).

Wages:	Effective	Mar. 15/74	Mar. 15/75	Mar. 15/76
General Increases		40¢	20¢	20¢
Cost-of-Living Fold-In		40¢ cost-of-living was folded into wage rates, leaving a float of 28¢		

	Mar. 15/74	Mar. 15/75	Mar. 15/76
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Grade 2 (includes General Labour)	\$4.43 (\$3.63)	\$4.63	\$4.83
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Grade 7 (includes Toolmaker)	\$5.81 (\$5.01)	\$6.01	\$6.21
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Cost-of-Living Allowance: 1¢ per hour per 0.4 change (same formula) in the Consumer Price Index (1961=100), to be adjusted quarterly.

Shift Premiums: 0 - 20¢ - 25¢ (0 - 14¢ - 16¢).

Paid Holidays: Two additional days are added in 1974 and 1975 and one additional day is added in 1976 to extend the Christmas shutdown period, making a total of 13 (11) days.

Paid Vacations: 3 weeks after 6(7) years.

Welfare: Life Insurance and A.D. & D. - Effective Oct. 1, 1974, life insurance benefits increase to \$10,000 (\$7,000) and A.D. & D. benefits increase to \$7,000 (\$5,000).

Weekly Indemnity Plan - Effective Oct. 1, 1974, benefits of 66-2/3% of weekly earnings up to a maximum of \$113 (\$90) per week, payable on a 1-4-39 basis.

Dental Plan - Effective Mar. 1975, employer pays 100% (new) of the premiums for dental plan with no deductibles and 80% of expenses paid.

METAL FABRICATING

Foster Wheeler Limited at St. Catharines - Local 6519, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from Feb. 5, 1974 to Feb. 4, 1977, covering 404 employees, settled after a strike with mediation assistance. (Previous agreement expired Feb. 4, 1974).

Wages:	Effective	Feb. 5/74	Feb. 3/75	Feb. 2/76
	Increases	40¢ on wage base	20¢ on wage base	25¢ on wage base
	Job Class Increments	10.5¢	11.5¢	12.0¢

	Feb. 5/74	Feb. 3/75	Feb. 2/76
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Labourer (Class 2)	\$3.675 (\$3.275)	\$3.885	\$4.140
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Tool Maintenance (Class 17)	\$5.250 (\$4.850)	\$5.610	\$5.940
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Cost-of-Living Allowance: Effective Feb. 5, 1974, 1¢ per hour for each 0.5 change in the Consumer Price Index (1961 = 100), based on the half yearly change in the Index beginning with the Indices in effect Feb. 1974 and Aug. 1974, up to a maximum of 15¢ per hour each contract year. First adjustment in Aug. 1975.

Shift Premiums: Effective Apr. 22, 1974, 0 - 16¢ - 20¢ (0 - 14¢ - 18¢).
Effective Feb. 2, 1976, 0 - 17¢ - 21¢.

Special Premium: An additional 75¢ (50¢) per hour for employees required to work outside the company property.

Paid Holidays: Effective in 1974, one additional day between Christmas Day and New Year's Day is added for a total of 11(10).

Paid Vacations: Effective in 1976, 5 weeks after 25(28) years.

Welfare: Life Insurance - Effective Apr. 22, 1974, benefits increase to \$7,000 (\$6,000) for employees with one or more dependents and \$3,500 (\$3,000) for all other employees. Effective Feb. 1, 1975, benefits increase to \$7,500 and \$4,000 respectively and effective Feb. 1, 1976, benefits increase to \$8,000 and \$4,500 respectively.

Weekly Indemnity Plan - Effective Apr. 22, 1974, benefits increase to \$85 (\$80) per week, payable on a 1-4-26 basis. Effective Feb. 5, 1975, benefits increase to \$90 per week. Effective Feb. 2, 1976, benefits increase to 66-2/3% of regular pay up to a maximum of \$113 per week.

Long-Term Disability Plan - Effective Apr. 22, 1974, employer pays 100% of the premiums (previously paid by employee).

Pension Plan: Effective Jan. 1, 1974, benefits increase to \$5.75 (\$5.25) per month per year of service after Jan. 1, 1969. Effective Jan. 1, 1976, benefits increase to \$6.50.

Effective Jan. 1, 1974, minimum retirement benefits of \$50 per month exclusive of statutory benefits, payable at age 65, for retirees with 10 years' service or more (previously \$225 per month inclusive of statutory benefits).

Clothing Allowance: Effective Apr. 22, 1974, employer contributes up to \$2.00 (new) per pair towards the cost of welders' gloves up to a maximum of 6 pair per year.

Safety Shoe Allowance: Effective Apr. 22, 1974, employer pays up to \$8.00 (\$3.00) per fiscal year towards the cost of safety shoes.

Meal Allowance: Effective Apr. 22, 1974, employer pays up to \$1.50 (new) after 10 hours work, if advance notice is not given.

Education Allowance: Effective Apr. 22, 1974, employer pays up to \$30 per year towards the cost of textbooks for apprentices.

American Can of Canada Ltd. at Simcoe, Ont. and Montreal, Que. - CLC

Chartered Locals: A 36-month renewal agreement effective from Mar. 15, 1974 to Mar. 14, 1977, covering 740 employees, settled at the post conciliation bargaining stage.

Details were unavailable at date of publication.

Wallace Barnes Company Limited at Hamilton - Local 175, Canadian Springmakers' Union (NCCL): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 242 employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1974).

Wages:	Effective	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>
General Increases		8%	6%
Additional Adjustments		5¢ for skilled tradesmen	
General Labour		\$4.24 (\$3.93)	\$4.49
Maintenance 1A		\$5.16 (\$4.73)	\$5.47
Tool & Die Maker		\$5.84 (\$5.36)	\$6.19

Cost-of-Living Allowance: Effective Apr. 1, 1974, 1¢ per hour (new) per 0.5 rise in the Consumer Price Index (1961=100) above the April 1974 Index, to be adjusted quarterly.

Shift Premiums: 0-18¢-20¢ (0-15¢-16¢).

Overtime Pay: Double time and one-half (double time) for work on Sunday or on a paid holiday.

Paid Holidays: Day before New Year's Day is added for a total of 12 (11).

Vacation Pay: 12% (11%) for employees with 30 years' service or more.

Welfare: Life Insurance - Benefits increase to \$7,000 (\$6,000) and \$8,000 (\$7,000), based on earnings.

Life Insurance for Retirees - \$1,500 (new) for employees with 10 years' service or more.

Weekly Indemnity Plan - Benefits increase to 66% (60%) of weekly earnings up to a maximum of \$175 (\$150) per week, payable on a 1-1-7-26 basis.

Extended Health Care Plan - Employer pays 100% (new) of the premiums for plan, with deductibles of \$10 for single employees and \$20 for married employees.

Pension Plan: Benefits increase to \$6.00 per month per year of service. Effective Apr. 1, 1975, benefits increase to \$7.00 per month per year of service.

Normal retirement age is reduced to 64 (65).

Long Manufacturing Division, Borg-Warner (Canada) Limited at Preston and Galt - Local 2330, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 22, 1974 to May 4, 1976, covering 265 employees, settled at the bargaining stage. (Previous agreement was to expire May 4, 1974).

Wages:	Effective	<u>Apr. 22/74</u>	<u>May 5/75</u>
General Increases		35¢	20¢
Additional Adjustments		10¢ - 65¢, due to reclassification of some jobs	
Group 1 (includes Packer)		\$3.10 (\$2.75)	\$3.30
Tool & Die Maker Grade 1		\$5.55. (\$4.55)	\$5.75

Cost-of-Living Allowance: Effective Nov. 1, 1974, 1¢ per hour for each 0.5 change in the Consumer Price Index (1961 = 100) above the Nov. 1974 Index, to be adjusted quarterly commencing Feb. 1975.

Shift Premiums: 0 - 16¢ - 20¢ (0 - 15¢ - 18¢).

Paid Holidays: One floating day during the Christmas period is added for a total of 12(11).

Welfare: Life Insurance and A.D. & D. - Effective in 1975, \$6,000 (\$5,000).
Weekly Indemnity Plan - Benefits increase to 66 2/3% (60%) of weekly earnings up to a maximum of \$113 (\$90) per week, payable on a 1 - 8 - 15 basis.

Sterling Packaging Products Limited at Scarborough - Local 466, Printing Pressmen (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 220 employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1974).

Wages:	Effective	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>
	Increases	10½% for employees earning below \$2.50 per hour; 9% for employees earning \$2.50 or more	9%
	Machine Operator	\$2.28 - \$2.49 (\$2.06 - \$2.25)	\$2.49 - \$2.71
	Electrician	\$4.45 - \$5.61 (\$4.08 - \$5.15)	\$4.85 - \$6.11

Probationary period is 60 days. Maximum rates are reached on merit.

Shift Premiums: 0 - 17¢ - 20¢ (0 - 15¢ - 15¢).

Paid Holidays: Boxing Day is added for a total of 10(9).

Paid Vacations: 3 weeks after 8(9) years and 4 weeks after 16(18) years.

Welfare: Life Insurance, Weekly Indemnity Plan and OHIP - Employer pays 75% (70%) of the premiums for these plans. Effective in 1975, employer pays 80% of the premiums.

MACHINERY

International Harvester Company of Canada Limited at Hamilton - Local 4592, Steelworkers (AFL-CIO/CLC)(office employees): A 36-month renewal agreement effective from Apr. 22, 1974 to Apr. 21, 1977, covering 225 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 21, 1974).

Wages:	Effective	<u>Apr. 22/74</u>
	General Increases	7.18%
	Cost-of-Living Fold-in	67¢ cost-of-living was folded into wage rates
	Grade 1 (includes Routine Clerk)	\$105.86 - \$120.78 (\$ 98.14 - \$112.06)
	Grade 15 (includes Product Designer 1)	\$243.35 - \$288.21 (\$226.42 - \$268.28)
	Effective	<u>Apr. 21/75</u>
	General Increases	3% 3%
	Grade 1 (includes Routine Clerk)	\$109.04 - \$124.40 \$112.31 - \$128.13
	Grade 15 (includes Product Designer 1)	\$250.65 - \$296.86 \$258.17 - \$305.77
	Probationary period is 3 months. Maximum rates reached after 4 automatic increments after 6, 12, 24 and 36 months.	
Cost-of-Living Allowance:	Effective June 1, 1974, 1¢ per hour per 0.35 (0.40) change in the Consumer Price Index (1961=100) above the average of the Indexes for the prior 3 months, to be adjusted quarterly.	
Shift Premiums:	Effective Apr. 21, 1975, 0 - 20¢ - 28¢ (0 - 18¢ - 26¢).	
Paid Holidays:	Two additional days are added in 1974 and 1975 during the Christmas shutdown period making a total of 12 (10) in these years.	
Bereavement Leave:	Grandparents included in 1 day's paid leave to attend funeral.	
Welfare:	<u>Life Insurance</u> - Benefits range from \$7,000 to \$14,500 (\$7,000 to \$13,000), depending on wages.	
	<u>Dental Plan</u> - Effective Jan. 1, 1975, 10¢ cost-of-living allowance will be used to purchase dental plan, with additional expenses paid by employer, to provide 100%, 85%, or 50% of charge depending on type of service provided. Maximum benefits	

payable per year per individual are \$750, with the exception of orthodontic treatment which is provided for children under 19 and for which the maximum is \$500 during the life of the individual.

Pension Plan: Details are similar to those reported for International Harvester on pages 15 and 16.

International Harvester Co. of Canada, Ltd. at Hamilton - Local 2868, United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Apr. 22, 1974 to Apr. 21, 1977, covering 1,700 employees, settled after a work stoppage.

Wages:	Effective	<u>Apr. 22/74</u>	<u>Apr. 22/75</u>	<u>Apr. 22/76</u>
	General Increases	3% plus 17¢	3%	3%
	COLA Fold-in	67¢		
	Labourer	\$4.465 (\$3.52)	\$4.60	\$4.74
	Die Sinker	\$6.215 (\$5.22)	\$6.40	\$6.59

Cost of Living Allowance: 1¢ for each 0.35 (0.4) change in the Consumer Price Index (1961 = 100).

Shift Premiums: Effective Apr. 21, 1975, 0-20¢-28¢ (0-18¢-26¢).

Health and Welfare: Life Insurance - Maximum coverage increased to \$14,500.

A. D. & D. - Maximum coverage increased to \$7,250.

Weekly Indemnity - \$150 maximum.

Long Term Disability - \$590 per month.

Dental Plan (new) - Effective Jan. 1, 1975, Blue Cross No. 10 Plan, partially paid for by 10¢ slippage from COLA (1¢ for 10 quarters effective from Sept. 1974). Employer pays rest of cost.

Pension Plan: Basic Benefit - Scaled according to salary -

July 1, 1974, \$7.25/\$7.50/\$7.75 (\$6.50/\$6.75/\$7.00);

July 1, 1975, \$8.00/\$8.25/\$8.50;

July 1, 1976, \$8.50/\$8.75/\$9.00/\$9.25 month/year/service.

<u>Supplemental Pension - Monthly Benefit</u>	<u>Maximum Benefit</u>
1st year of agreement	\$7.50
2nd year of agreement	\$8.25
3rd year of agreement	\$8.75

30 and Out (new) - After 30 years' service and age 58

<u>Early retirement -</u>	<u>Maximum Monthly Benefit</u>
1st year of agreement	\$442.50/\$450.00/\$457.50
2nd year of agreement	\$500.00 for all groups
3rd year of agreement	\$550.00 for all groups

Survivor Benefit - July 1, 1974, \$3.00/month/year/service.

Present Retirees - Receive an increase of \$2 per month per year of service.

Supplemental Unemployment Benefit Plan: Plan was discontinued in the last contract. Plan now re-introduced with funding rate of 0 - 7¢.

Otis Elevator Company Ltd. at Hamilton - Local 7062, United Steelworkers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 29, 1974 to Mar. 28, 1976, covering 550 employees, settled at the conciliation officer stage.

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 29/74</u>	<u>Mar. 29/75</u>	<u>Sept. 29/75</u>
General Increases	50¢	35¢	10¢	
Labour Gr. 9 (non-incentive)	\$3.93 (\$3.43)	\$4.28	\$4.38	
Labour Gr. 1 (skilled trades)	\$5.44 (\$4.94)	\$5.79	\$5.89	

Sunday Premium: 60¢ (25¢) per hour for continuous operations.

Paid Holidays: Effective in 1974, a full day before Christmas Day and effective in 1975, a full day before New Year's Day for a total of 11 paid holidays (formerly a half day before Christmas Day and New Year's Day).

Paid Vacation: Effective in 1974, 3 weeks after 6 (8) years' service, 4 weeks after 16 (18) years. In 1975, 3 weeks after 5 years and 4 weeks after 15 years. Also 2 weeks after 1 year and 5 weeks after 25 years (no change).

Health and
Welfare:

Weekly Indemnity - \$113 (\$90) maximum.

Pension Plan:

Disability Pension - \$110 (\$90) minimum, payable to age 65.

Vesting - Age 35 (40) with 10 years' service or 20 years' service with no age qualification.

Early Retirement - Normal benefit rate will be reduced by $\frac{1}{4}$ of 1% per month for all years to age 55 that the employee is under age 65. No reduction for an employee with 25 years' service who has attained age 62. (Previously reduced $\frac{1}{4}$ or 1% per month to age 62 and 1/3 of 1% from age 62 to age 55).

Special Early Retirement - Eligibility at age 60 (62) and 15 (20) years' continuous service for an employee who retires at the request of the Company. Pension is calculated as a normal retirement pension, without reduction, as of the date of retirement.

Surviving Spouse Benefit (new) - 46 $\frac{1}{4}$ % of employee's immediate early retirement benefit, payable for lifetime or until remarriage.

Basic Benefit - Effective Mar. 29, 1975, \$6.25 (\$5.25) per month for each year of past and future service.

TRANSPORTATION EQUIPMENT

Budd Automotive Co. of Canada Ltd. at Kitchener - Local 1451, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC):
 A 36-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1977, covering 1,650 employees, settled after a work stoppage.

Wages:	Effective	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>	<u>Apr. 1/76</u>
General Increases		3%	3%	3%
COLA Fold-in		16¢		
COLA Overage		30¢	6¢	6¢
Parity Adjustment		10¢		
Labourer	\$4.62 (\$3.94)		\$4.80	\$4.99
Tool and Die Maker	\$6.06 (\$5.34)		\$6.28	\$6.51

Cost of Living Allowance:	16¢ of the current cost of living allowance of 46¢ was incorporated into wage rates, leaving a 30¢ per hour float.							
	New COLA formula will be based on a combined United States and Canadian Index on a 9 to 1 ratio with 1¢ adjustment for each 0.35 increase in the index (1967 = 100) with no cap. (Previous formula was 1¢ per 0.4 change in the Statistics Canada CPI with a cap of 25¢ over the term of the agreement).							
Shift Premiums:	0-25¢-30¢ (0-20¢-25¢); Apr. 1, 1975, 0-25¢-35¢.							
Paid Holidays:	40 (37) over the 3 years of the contract. Provides for Christmas-New Year's shutdown.							
Health and Welfare:	Effective	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>	<u>Apr. 1/76</u>				
	<u>Life Insurance</u>	\$9,000 (\$7,500)	\$9,500	\$10,000				
	<u>A.D. & D.</u>	\$4,500 (\$3,750)	\$4,750	\$5,000				
	<u>Weekly Indemnity</u>	\$105 (\$90)	\$110	\$115				
	<u>Long Term Disability</u> (new) - Effective Aug. 1, 1974, \$330 per month, after 52 weeks of weekly indemnity.							
	<u>Dental Plan</u> (new) - Pays 100% of cost of routine preventive care, 85% of restorative services, 50% of orthodontics and dentures.							
	<u>Vision Care</u> (new) - Pays \$40 maximum every 2 years for prescription glasses for employees.							
	<u>Home Nursing Care Plan</u> (new) - Pays charges in excess of amount paid under OHIP.							
Pension Plan:	Benefits increased to \$7.50 (\$5.50) per month for each year of service.							
Supplemental Unemployment Benefit Plan:	Employer pays 11¢ (7¢) per hour into fund.							
<hr/>								
<u>Gabriel of Canada Ltd. at Long Branch - Local 1295, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC):</u> A 24-month renewal agreement effective from Feb. 6, 1974 to Feb. 5, 1976, covering 500 employees, settled after a work stoppage.								
Wages:	Effective	<u>Feb. 6/74</u>	<u>Feb. 6/75</u>					
	COLA Fold-in	12¢						

Feb. 6/74 Feb. 6/75

General Increases	10%	10%
Production Helper	\$2.98 - \$3.21 (\$2.59 - \$2.80)	\$3.28 - \$3.53
General Help	\$3.65 - \$3.88 (\$3.20 - \$3.41)	\$4.01 - \$4.27
Set Up Man	\$4.47 - \$4.69 (\$3.94 - \$4.14)	\$4.92 - \$5.16
Toolmaker	\$5.00 - \$5.48 (\$4.43 - \$4.86)	\$5.50 - \$6.03

Cost of Living Allowance: 1¢ for each 0.4 increase in the Consumer Price Index (1961 = 100) (no change). COLA float of 12¢ folded into rates prior to Feb. 6, 1974 increase. Cap of 12¢ in both 1974 and 1975.

Shift Premiums: 0-15¢-18¢ (0-13¢-15¢).

Paid Holidays: One floating holiday added for a total of 10.

Paid Vacation: Effective in 1974, 3 weeks after 7 (8) years' service, 4 weeks after 18 (20) years.

Health and Welfare: Life Insurance - Coverage of \$10,000 (\$7,000) for males and \$6,000 (\$3,000) for females.

Drug Plan - Major Medical Plan provides drug coverage (new) including birth control pills.

Pension Plan: Effective Feb. 1, 1976, employer contributes 5¢ per hour to company paid pension fund, plus 5¢ of next negotiation's wages toward the plan (new).

Safety Shoe Allowance: Employer pays 50% of cost of 2 (1) pairs per year.

Prestolite Company, Division of Eltra of Canada Ltd. at Sarnia, Toronto and Maple, United Auto Workers (CLC): A 35-month renewal agreement effective from Apr. 30, 1974 to Mar. 1, 1977, covering 780 employees, settled after a work stoppage.

Wages:	Effective	Apr. 30/74	Mar. 1/75	Mar. 1/76
	COLA Fold-in	27¢		
	General Increases	20¢	10¢	10¢

Apr. 30/74

Mar. 1/75

Mar. 1/76

Skilled Trades	25¢		
Adjustment			
Guaranteed COLA	9¢	9¢	9¢
Light Material Handler	\$4.06 (\$3.50)	\$4.25	\$4.44
Tool & Die Maker	\$5.55 (\$4.74)	\$5.74	\$5.93
Cost of Living Allowance:	27¢ of the previous 32¢ COLA was incorporated into the base rate, leaving a 5¢ float. On return to work an additional 8¢ COLA float was awarded.		
	Formula is 1¢ for each 0.4 increase in the Consumer Price Index, with 9¢ guaranteed in each contract year and a cap of 15¢ per contract year (formerly 1¢ per 0.4 increase with a 9¢ cap in each year).		
Shift Premium:	0-17¢-20¢ (0-15¢-18¢).		
Paid Holidays:	1 additional floating holiday for a total of 13 paid holidays.		
Paid Vacation:	In 1974 only, $\frac{1}{2}\%$ bonus on 1973 earnings (new).		
Health and Welfare:	<u>Life Insurance</u> - \$6,000 (\$5,000). <u>A.D. & D.</u> - \$6,000 (\$5,000). <u>Weekly Indemnity</u> - \$100 (\$80). <u>Dental Plan</u> - To be finalized - employee paid.		
Pension Plan:	<u>Basic Benefit</u> - \$8.50 (\$7.50) per month for each year of service. <u>Early Retirement</u> - \$500 (\$450) per month till age 65 (60) at age 58 after 30 years' service.		

Rockwell International (Canada) Ltd. at Chatham, Milton and Oshawa - Locals

127, 1067 and 222, International Union, United Automobile, Aerospace and Agricultural Workers of America (CLC): A 36-month agreement effective from Mar. 16, 1974 to Mar. 15, 1977, covering 900 employees, settled at the conciliation officer stage.

	Effective	<u>Mar. 16/74</u>	<u>Oct. 1/74</u>	<u>Mar. 16/75</u>	<u>Mar. 16/76</u>
Wages:					
General Increases		25¢	5¢	14¢	14¢
COLA Fold-in		55¢			
General Labour		\$4.70 (\$3.90)	\$4.75	\$4.89	\$5.03
Electrician		\$5.59 (\$4.79)	\$5.64	\$5.78	\$5.92
Cost of Living Allowance:		Effective July 1974, 1¢ for each 0.35 (0.45) change in the Consumer Price Index.			
Shift Premiums:		0-16¢-19¢ (0-14¢-17¢); effective Mar. 16, 1975, 0-18¢-21¢; effective Mar. 16, 1976, 0-19¢-22¢.			
Paid Holidays:		One additional holiday in each of 1974, 1975, and 1976 for a total of 15 in 1976.			
Paid Vacation:		2 weeks after 1 (2) year's service; 2 weeks after 3 years (no change) plus vacation bonus of \$110 (new); 3 weeks after 5 years (no change); 3 weeks vacation plus \$110 (\$75) bonus after 10 years' service.			
Health and Welfare:		Dental Plan (new) - Plan covers preventive, diagnostic treatment and restorative services. Patient pays 15% of all services except preventive and emergency (no co-payment) and prosthetics and orthodontics (50% co-payment). Maximum of \$750 per person per year except \$500 lifetime maximum for orthodontics. Active employees with seniority, retirees and family dependents covered.			
		Vision Care (new) - Plan provides a maximum of \$40 per person every two years.			
		Weekly Indemnity - \$124 (\$90); effective Mar. 16, 1975, \$140; effective Mar. 16, 1976, \$150. Company and union agree to implement a system of medical arbitration for the settlement of disputed weekly indemnity claims (new).			
		Life Insurance and A.D. & D. - Effective May 1, 1974, \$9,500; effective, Mar. 16, 1975, \$10,500; effective Mar. 16, 1976, \$11,500.			
Pension Plan:		Basic Benefit - Retirees on Mar. 15, 1974 - Effective Apr. 1, 1974, 75¢ increase per month per year of service. Effective Apr. 1, 1975, benefits increased to \$8.25 for employees who retired prior to Mar. 16, 1971 and by 25¢ for retirees after Mar. 16, 1971.			
		Effective Apr. 1, 1976, 35¢ increase.			

Employees retiring on or after Mar. 16, 1974, will receive:
 (a) a basic pension for each year of continuous service in accordance with the following schedule =

Payment Period

Date of Retirement	Apr. 1, 1974 to Aug. 31, 1974	Sept. 1, 1975 to Mar. 31, 1975	Apr. 1, 1975 to Mar. 31, 1976	Apr. 1, 1975 and after
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Mar. 16, 1974 - - Aug. 31, 1974	\$8.25	\$8.25	\$8.50	\$8.50
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Sept. 1, 1974 - Mar. 31, 1975		\$9.00	\$9.00	\$9.50
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Apr. 1975 & after			\$9.50	\$9.50
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Supple-
mentary
Pension:

Date of Retirement	Payment Period	
	Prior to Statutory Benefit Age	
Mar. 16, 1974 - Aug. 31, 1974	\$8.50	\$8.50 (CPP and OAS deducted)
Sept. 1, 1974 - Mar. 31, 1975	\$9.00	\$5.00 (CPP deducted increases to \$8 on April 1, 1975)
Apr. 1975 & after	\$9.50	\$8.00 (CPP deducted)

Early
Retirement:

At or after age 60 with 10 or more years of continuous service; or ages 55 to 60 with age plus continuous service equal 85; or at any age with 30 or more years of continuous service.

Retirement
with 30 or
more years
of service
and 58 or
older:

Total Monthly Benefit - Effective Sept. 1, 1974, the total monthly benefit (composed of basic benefits, supplementary pension and special allowance) will be \$550 per month to age 65 for any months in the period September, 1974 to March 1975 and \$625 thereafter.

Survivor
Income
Benefits:

Transition Benefit -

(1) For a Class "A or B" survivor with children and a Class "C" survivor, the monthly benefit will be \$225 (\$200).

(2) For a Class "A or B" survivor without children and a Class "C" survivor with a divorced parent, \$200 (\$175) monthly benefit.

(3) Minimum benefit of \$150 for survivors with children.

(4) For a Class "D" survivor not receiving statutory benefits, \$200 (\$175).

(5) For a Class "D" survivor receiving statutory benefits the minimum transition benefit will be \$125 (\$100) per month.

Bridge Benefits -

- (1) Bridge benefits of \$200 (\$175) per month less statutory benefits.
- (2) New minimum bridge benefit of \$150 per month for Class "A or B" survivors with children.
- (3) Minimum qualifying age of the survivor for the bridge benefit will be reduced to 45 (48).

Supplementary Effective Mar. 16, 1974, employer's contributions increase to 7¢-Unemployment 12¢ for each compensated hour.

Benefit Plan:

Effective Mar. 16, 1975, the employer will make additional contributions to the fund of 6¢ for overtime hours paid at time and one-half and 12¢ for overtime hours at double time.

Effective Mar. 16, 1976, Company contributions increase to 9¢ - 14¢ per compensated hour.

Effective Mar. 16, 1975, the premium costs for hospital-surgical-medical-drug coverage for laid off workers and for life and related insurance coverage will be paid directly by the Company (formerly offset against SUB contributions).

Effective Mar. 16, 1974, the Company is required to absorb the cost of short work week benefits exceeding 3¢ an hour in a calendar year, except for those short weeks caused by an "Act of God" such as a snow storm.

Relocation Allowance: Single Employee - \$220 - \$475 (\$159 - \$400) based on distance between plants.

Married Employee - \$570 - \$1,020 (\$450 - \$900).

ELECTRICAL PRODUCTS

Ferranti - Packard Limited at St. Catharines - Local 5788, Steelworkers
(AFL-CIO/CLC): A 24-month renewal agreement effective from Feb. 25, 1974 to Feb. 24, 1976, covering 350 employees, settled at the mediation stage. (Previous agreement expired Feb. 24, 1974).

Wages:	Effective	<u>Feb. 25/74</u>	<u>Feb. 25/75</u>
	General Increases	40¢	25¢

Feb. 25/74

Feb. 25/75

Additional Adjustments	0¢ - 25¢, with average adjustment of 15¢, for all classifications, due to change in wage structure	
General Labourer	\$3.88 (\$3.43)	\$4.13
Electrician	\$4.97 (\$4.57)	\$5.22
Cost-of-Living Allowance:		Effective July 1, 1974, 1¢ per hour for each 0.5 change in the Consumer Price Index (1961 = 100) above the July 1974 Index, to be adjusted quarterly commencing Oct. 1974, up to a maximum of 15¢ each contract year.
Shift Premiums: 0 - 20¢ - 20¢ (0 - 18¢ - 18¢).		
Paid Holidays: One floating day during the Christmas period is added for a total of 12(11).		
Paid Vacations: 3 weeks after 6(8) years and 4 weeks after 16(18) years. Effective Feb. 25, 1975, 5 weeks after 25(28) years.		
Welfare: <u>Life Insurance and A.D.& D.</u> - \$8,500 (\$7,500). Effective in 1975, \$10,000.		
<u>Weekly Indemnity Plan</u> - Benefits increase to 66 2/3% of weekly earnings up to a maximum of \$113 per week (previously \$85 per week), payable on a 1-4-26 basis.		
<u>Long Term Disability Plan</u> - Benefits increase to \$90 (\$80) per week.		
Pension Plan: Benefits increase to \$6.00 (\$5.50) per month per year of service.		

TRANSPORTATION

Voyageur Colonial Limited at Ottawa - Locals 267 and 306, Railway, Transport and General Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 15, 1973 to Nov. 14, 1975, covering 350 employees, settled at the bargaining stage. (Previous agreement expired Nov. 14, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 15/73</u>	<u>Nov. 15/74</u>
General Increases		12%	12%
Serviceman		\$4.36 (\$3.89)	\$4.88
1st Class Tradesman		\$5.43 (\$4.85)	\$6.08
Minimums per Day:			
Spare Bus Operators		\$25 (\$20)	
Booked Bus Operators		\$35 (\$28)	

Paid Holidays: Boxing Day and Remembrance Day are added for a total of 10(8).

Paid Vacations: 5 weeks after 23(25) years and 6 weeks (New) after 30 years.

Welfare: Details unavailable at time of publication.

Pension Plan: Details unavailable at time of publication.

Tool Allowance: Up to \$75(\$50) for skilled tradesmen.

Safety Shoe Allowance: Employer will supply safety boots as required.

Parcel Allowance: 15¢ (10¢) per parcel.

Canadian Lake Carriers' Association, Great Lakes - Seafarers' International Union of Canada (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 3,750 employees, settled after a work stoppage.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>	<u>Jan. 1/76</u>
Deckhand		\$821.86/month (\$629.81)*	\$922.00	conversion to hourly rates \$3.75
Boatswain		\$1,153.37 (\$887.77)*	\$1,291.50	\$5.25

* includes overtime

Retroactivity: Each employee will be paid an amount equivalent to 15% of his gross wages earned from Jan. 12, 1974 to Mar. 31, 1974.

Overtime Pay: Effective Apr. 1, 1974 -

Week Day - Time and one-half after 8 hours per day or 40 hours per week.

Saturdays and Sundays - Time and one-half.

Paid Vacation: Effective Apr. 1, 1974, 5% of gross wages after 1 year's service and 7% of gross wages after 7 years' service (formerly 16 days' pay after 1 navigation season, 21 days' vacation after 10 years' service).

Health and Welfare: Effective Apr. 1, 1974, the Company will increase premium contribution to 60¢ (50¢) per man per day while on articles, including fit-out and lay-up periods.

Pension Plan: Effective Apr. 1, 1974, the Company agrees to make a monthly contribution of 3% of basic wages of each employee.

Hiring Hall: The Company will pay to the Union 10¢ per day per man while on articles, lay-up and fit-out periods.

Self-Loader Premium: Effective Apr. 1, 1974, \$21.00 (\$17.67) per month.

Clean-Out Premium: Effective Apr. 1, 1974, \$30.00 (\$24.79) per clean-out.

WHOLESALE TRADE

Canada Building Materials Ltd. and other ready-mixed concrete companies at Toronto, Hamilton and London - Locals 230, 879 and 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers (Ind.): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 1,500 employees, settled after a work stoppage.

Wages:	Effective	<u>Apr. 1/74</u>	<u>Nov. 1/74</u>	<u>Apr. 1/75</u>	<u>Nov. 1/75</u>
	General Increases	35¢	35¢	35¢	35¢
	Warehouseman	\$6.15 (\$5.80)	\$6.50	\$6.85	\$7.20
	Ready Mix Driver	\$6.25 (\$5.90)	\$6.60	\$6.95	\$7.30
	Mechanic	\$6.65 (\$6.30)	\$7.00	\$7.35	\$7.70

Weekly Guarantee: Employer guarantees 40 hours wages for 75% of the daily average number of employees (no change). The remaining employees receive \$130 per week. (Formerly 25% of the daily average number of employees received \$100 per week). This change will ensure that no workers are excluded from a weekly guarantee.

Hours of Work: Effective Apr. 23, 1974, $8\frac{1}{2}$ (9) hours per day.

Overtime: On Work Day - time and one-half after $8\frac{1}{2}$ (9) hours.

Paid Vacation: 4 weeks (new) after 12 years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$8,000).

Weekly Indemnity - Amount of benefit to be same as maximum Unemployment Insurance Commission benefits (formerly \$90 per week).

Dental Plan (new) - Employer pays 100% of Blue Cross Dental Plan.

Eye Glasses - \$60 (\$40) every two years.

Pension Plan: Effective Jan. 1, 1975, employer contributes \$20 per employee per month to create a Pension Fund (new). Fund will be under joint Union-Management trusteeship.

EDUCATION AND RELATED SERVICES

Lincoln County Board of Education at St. Catharines - Local 152, Canadian Union of Public Employees (CLC): Two 24-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1975, covering 208 full-time employees and 140 part-time employees, settled at the bargaining stage. (Previous agreements expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases		9%	9%
Additional Adjustments	\$50 per year for Caretaker 2; \$50 - \$232 per year for some maintenance employees, due to reclassification		-
Part-time Cleaner	\$2.96 (\$2.72)		\$3.23

Jan. 1/74

Jan. 1/75

Labourer	\$8,315-\$8,676 (\$7,628-\$7,960)	\$9,063-\$9,457
Caretaker I	\$8,902-\$9,265 (\$8,167-\$8,500)	\$9,703-\$10,099
Journeyman Electrician	\$10,341-\$10,703 (\$9,487-\$9,819)	\$11,272-\$11,666

Probationary period is 90 days. Maximum rates reached after two increments, one after 3 months and a further one after an additional 9 months.

Shift Premiums: 0 - 18¢ - 25¢ (0 - 16¢ - 20¢).

18¢ (16¢) per hour worked after 7 p.m. for part-time employees.

Lead Hand Premium: 23¢ (20¢) per hour for maintenance employees in charge of 2 or 3 men, and 28¢ (25¢) per hour for maintenance employees in charge of 4 men or more.

20¢ (17¢) per hour for bus drivers.

20¢ (17¢) per hour for caretakers other than Head Caretaker and 25¢ (20¢) per hour for Relief Caretaker.

Responsibility Allowance: An additional \$35-\$60 per year, depending on number of Accomodating Unit Factors, for Caretaker 1 responsible for Elementary Schools, and an additional \$100 per year for Caretaker 1 responsible for Secondary Schools.

Allowance for Stationary Engineer's Certificate: \$200 (\$150) for Fourth Class and \$300 (\$250) for Third Class.

Air Conditioning Allowance: \$150 (\$115) for Head Caretakers of schools containing air conditioning units of 130 tons or more.

Temporary Transfer: An employee temporarily transferred to a higher-rated classification receives higher rate after 1 (2) working day.

Paid Holidays: Full day (previously half day) before Christmas Day granted making a total of 11½ (11).

Paid Vacations: 4 weeks after 13 (14) years and 5 weeks after 22 (23) years. Effective in 1975, 3 weeks after 3 (4) years and 4 weeks after 12 years.

Jury Duty Leave: Employer makes up the difference between fee for Crown Witness duty (and, as previously, jury duty) and regular pay.

Sick Leave: Maximum accumulation for sick leave credits is 320 (280) days.

Part-time employees will receive 6 (5) days' pay per year in lieu of sick leave pay.

Welfare: Life Insurance for Retirees - Effective in 1975, \$1,000 (new).

Lincoln County Board of Education at St. Catharines - Local 1442, Canadian Union of Public Employees (CLC) (office and technical employees): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 207 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	9%	9%

Bi-Weekly Salary:

Level 2 (includes Clerk-Typist Jnr.)	\$215 - \$261 (\$197 - \$239)	\$234 - \$284
Level 9 (includes Draftsman)	\$408 - \$548 (\$374 - \$503)	\$444 - \$597

Probationary period is 3 months' continuous employment. Maximum rates reached after four increments for Level 2 and after six for Level 9.

Shift Premiums: Effective Jan. 1, 1974, 0 - 18¢ - 25¢ (0 - 15¢ - 18¢).

Paid Holidays: Full day (previously half day) before Christmas Day granted making a total of 11½ (11).

Paid Vacations: 4 weeks after 13 (14) years and 5 weeks after 22 (23) years. Effective in 1975, 3 weeks after 3 (4) years and 4 weeks after 12 years.

Sick Leave: Maximum accumulation for sick leave credits is 320 (280) days.

Welfare: Life Insurance for Retirees - Effective in 1974, \$1,000 (new).

Extended Health Care Plan - Eye-glasses and hearing aides included in Extended Health Care Plan.

Mileage Allowance: 15¢ (12¢) per mile.

Niagara South Board of Education at Welland - Local 468, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 435 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases		9%	8%
Level No. 7 (includes Cleaner)	\$3.20 (\$2.94)		\$3.46
Level No. 6 (includes Labourer)	\$4.19 (\$3.84)		\$4.53
Level No. 1 (includes Electrician)	\$5.32 (\$4.88)		\$5.75
Shift Premiums:	Effective July 1, 1974, 0 - 16¢ - 20¢	(0 - 15¢ - 15¢).	
Saturday or Sunday Premium:	16¢ (15¢) per hour.		
Paid Holidays:	Easter Monday is added for a total of 12 (11).		
Paid Vacations:	3 weeks after 4 (5) years, 4 weeks after 14 (15) years and 5 weeks after 24 (25) years. Effective in 1975, 3 weeks after 3 years, 4 weeks after 13 years and 5 weeks after 23 years.		
Bereavement Leave:	Son-in-law and daughter-in-law included in one day's paid leave to attend funeral.		
Welfare:	<u>Life Insurance, Extended Health Care Plan, O.H.I.P. and Semi - private Hospitalization</u> - Effective July 1, 1974, employer pays 100% (66 2/3%) of the premiums for life insurance and extended health care plan, and 75% (66 2/3%) of the premiums for O.H.I.P. and semi-private hospitalization. Effective Jan. 1, 1975, employer pays 100% of all premiums.		
	<u>Extended Health Care Plan</u> - Deductibles of \$25 for all employees (previously \$25 for single employees and \$50 for married employees).		
	Effective July 1, 1974, plan provides coverage for the cost of eye glasses up to a maximum of \$40 per individual every 2 years, and hearing aids up to a maximum of \$300 per individual per lifetime.		

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC) (Chief caretakers and engineers): A 28-month renewal agreement effective from Nov. 1, 1973 to Feb. 29, 1976, covering 308 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages: Retroactive pay applies to all employees on payroll as of Apr. 1, 1974, pro-rated during the period from Nov. 1, 1973 to Apr. 1, 1974 for employees retired or on leave of absence during that period, or to the estate of any employee who died.

Effective	<u>Nov. 1/73</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases	5¢	8.5%	10%
Caretaker (4th Class Engineer)	\$4.46 (\$4.41)	\$4.84	\$5.32
Additional Adjustments	Wage differentials between school codes for Chief Caretakers are altered and bonus amounts ranging from 10¢ to \$1.70 are applied to the base rate (Code 1).		
	Effective Jan. 1, 1974, for Chief Caretakers - Stationary Engineer's bonus to be applied to the base rate (Code 1). Fourth Class - 15¢ per hour. Third Class - 25¢ per hour.		

Shift Premiums: 0 - 22¢ - 22¢ (0 - 19¢ - 20¢).

Paid Vacations: 4 weeks after 13 (15) years and 5 weeks after 22 (25) years.

Welfare: Life Insurance - Effective June 1, 1974, employer pays 75% (66 2/3%) of the premiums.

Long Term Disability Plan - Effective Jan. 1, 1975, if 50% of all CUPE employees in Metro School Boards enrol, employer will pay 75% (new) of premiums for Long Term Disability Plan to provide 65% of normal earnings.

York County Board of Education at Aurora - Local 1196, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 285 employees, settled at the mediation stage. (Previous agreement expired Dec. 31, 1973).

Wages: Retroactive pay for employees on payroll as of Apr. 22, 1974, pro-rated during the period from Jan. 1, 1974 to Apr. 21, 1974.

<u>Effective</u>	<u>Apr. 22/74</u>	<u>July 1/74</u>
Increases	25¢ - 35¢ depending on classification	15¢ - 25¢ depending on classification
Caretaker 1	\$3.55 - \$3.85 (\$3.20 - \$3.50)	\$3.75 - \$4.05
Maintenance 2	\$4.30 - \$4.60 (\$3.95 - \$4.25)	\$4.55 - \$4.85
<u>Effective</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>
Increases	20¢ - 30¢ depending on classification	20¢ - 30¢ depending on classification
Caretaker 1	\$4.05 - \$4.35	\$4.30 - \$4.60
Maintenance 2	\$4.85 - \$5.15	\$5.15 - \$5.45
Probationary period is 90 worked days. Maximum rates reached after 2 semi-annual increments.		
Shift Premiums:	0 - 14¢ - 14¢ (0 - 12¢ - 14¢).	
Paid Holidays:	One floating day replaces Remembrance Day (previously granted if declared a school holiday).	
Paid Vacations:	3 weeks after 2(3) years and 4 weeks after 15(16) years.	
Sick Leave:	Maximum accumulation for sick leave credits is 264(240) days.	
Welfare:	<u>Life Insurance and A.D.&D.</u> - \$15,000 (\$10,000).	
	<u>OHIP</u> - Employer pays 75%(66 2/3%) of the premiums.	
Mileage Allowance:	15¢(12¢) per mile for employees required to use their own cars.	

HEALTH AND WELFARE SERVICES

St. Joseph's Hospital at Guelph - Local 1033, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 247 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1973).

<u>Effective</u>	<u>Jan. 1/74</u>	<u>July 6/74</u>
General Increases	8%	3½%
Maid	\$ 99.75 - \$106.75 (\$ 92.25 - \$ 98.75)	\$103.25 - \$110.50
Registered Nursing Assistant	\$129.00 - \$135.00 (\$119.50 - \$125.00)	\$133.50 - \$139.75
Electrician	\$179.00 - \$195.75 (\$165.75 - \$181.25)	\$185.25 - \$202.50

<u>Effective</u>	<u>Jan. 4/75</u>	<u>June 21/75</u>
General Increases	8%	3½%
Maid	\$111.50 - \$119.25	\$115.50 - \$123.50
Registered Nursing Assistant	\$144.25 - \$151.00	\$149.25 - \$156.25
Electrician	\$200.00 - \$218.75	\$207.00 - \$226.50

Probationary period is 60 (75) calendar days. Maximum rates reached after two 9 month increments.

Shift Premiums: 0 - \$1.20 - \$1.20 (0 - \$1.10 - \$1.10)

Standby Pay: 60¢ (50¢) per hour.

Hours of Work: Hours of work reduced to 37½ (38 3/4) per week for all employees except Stationary Engineers, for whom hours of work are 40 per week.

Overtime Pay: Time and one-half for employees required to work a second (third) weekend in a row, except for nursing personnel and Stationary Engineers.

Paid Vacations: 4 weeks after 13(15) years and 5 weeks after 23 (25) years.

Registered Nursing Assistants, Operating Room Technicians, Head Orderlies, Orderlies, Orderly Trainees, Nursing Aides and Nursing Aides (Home) receive 3 weeks after 4 (5) years and effective in 1975, 3 weeks after 3 years. All other employees receive 3 weeks after 5 years (as previously).

Bereavement Leave: 3 (1) days' paid leave granted to attend funeral upon death of grandchild.

Sick Leave: Maximum accumulation for sick leave credits is 180 (135) days.

Welfare: Life Insurance and OHIP - Effective May 1974, employer pays 100% (90%) of the premiums.

Drug Plan - Employer pays 50% (new) of the premiums for drug plan with a deductible of 35¢ per prescription. Effective Jan. 1, 1975, employer pays 60% of the premiums.

Extendicare Ltd. at London, Mississauga, North York, Oakville, Peterborough, St. Catharines, Scarborough, Sudbury and Ottawa - Locals 204, 183, 532, and 478, Service Employees International Union and Local 220, London and District Building Service Workers' Union (AFL-CIO/CLC): A 24-month renewal agreement, effective from Jan. 1, 1974 to Dec. 31, 1975, covering 750 employees, settled at the bargaining stage in March.

Wages:	Effective	Jan. 1/74	Sept. 1/74	Apr. 1/75	Oct. 1/75
	Attendant Grade 1 (start)	\$2.36 (\$2.08)	\$2.46	\$2.56	\$2.66
	Maintenance Man (after 2 years)	\$4.25 (\$3.96)	\$4.40	\$4.55	\$4.72
Paid Holidays:	1 additional day to be taken on an employee's anniversary or within 30 days of that date for a total of 10 paid holidays.				
Paid Vacation:	Effective June 30, 1975, 3 weeks after 4 (5) years' service, 4 weeks after 14 (15) years' service. Also 2 weeks after 1 year and 5 weeks in the 21st year (no change).				
Health and Welfare:	<u>Life Insurance</u> - Effective June 1, 1974, the employer will offer on a voluntary basis a life insurance plan in the amount of \$1,500, to employees who have completed their probationary period. Company will pay 80% of premiums and effective Jan. 1, 1975, 100% of premiums. <u>Hospital-Medical</u> - Effective Mar. 1, 1974, Company will pay 80% (66 2/3%) of the present single/family billed rate for O.H.I.P. and effective Jan. 1, 1975, 100% of the O.H.I.P. premiums. <u>Major Medical</u> - Effective Feb. 1, 1975, the employer will offer on an voluntary basis, a major-medical \$25-\$50 no co-insurance plan. The employer will pay 50% of the premium cost.				
Bereavement Leave:	1 day's paid funeral leave in the event of death of a brother-in-law, sister-in-law or grandchild.				
Uniform Allowance:	Effective Apr. 1, 1975, \$3.00 per month.				

MOTION PICTURE AND RECREATIONAL SERVICES

Ontario Jockey Club (Thoroughbred Division) in Ontario - Local 528, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 234 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases		8% for seniority list employees; \$1.35 per day for all other employees	7% for seniority list employees; 75¢ per day for all other employees
One-way seller		\$29.00 per day (\$26.85)	\$31.03 per day
Messenger Bettor Cashier		\$40.02 per day (\$37.06)	\$42.82 per day
Pay for Additional Race:		\$2.50 (\$2.25) per day if ninth race is run in any one day.	
Jury Duty Leave:		Employer makes up the difference between pay for witness or conduct monies for employment related court appearances (and, as previously, pay for jurors) and regular pay.	
Travel Allowance:		13¢ per mile (new) for employment related court appearances. 13¢ per mile return (previously 12¢ per racing day) for employees at Fort Erie required to school horses in Toronto.	

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (programme administration group):
A 20-month renewal agreement effective from May 1, 1974 to Dec. 23, 1975, covering 14,495 employees, settled at the arbitration stage. (Previous agreement expired Sept. 23, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 24/73</u>	<u>Sept. 24/74</u>
General Increases		9%	9%
<u>Annual Rates</u>			
PM-1		\$9,401 - \$11,749 (\$8,625 - \$10,779)	\$10,247 - \$12,806
PM-6		\$20,565 - \$23,372 (\$18,867 - \$21,442)	\$22,416 - \$25,475

LOCAL ADMINISTRATION

Etobicoke Borough - Local 185, Canadian Union of Public Employees (CLC)
(outside employees): A 24 month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 620 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	12%	9%
	Labourer	\$4.64 (\$4.14)	\$5.06
	Auto Mechanic	\$5.51 (\$4.92)	\$6.01
Paid Vacation:	4 weeks after 13 (15) years' service, 5 weeks after 22 (25) years.		
Health and Welfare:	<u>Long Term Disability</u> - Effective Apr. 8, 1974, employer pays full cost (formerly employer contributed 2¢ per basic work hour).		
Safety Boots Allowance:	Effective Apr. 8, 1974, employer pays 50% of the cost (formerly maximum of \$15 per year).		
Car Allowance:	\$175 (\$125) per year, 16¢ (14¢) mileage rate for construction inspectors authorized to use their own cars on employer's business.		
Tool Allowance:	\$25 per year now paid to carpenters and carpenter shop foremen (previously paid to auto mechanics and auto mechanic foremen only).		
Citizenship Court:	1 day's paid absence (new)		

Metropolitan Board of Commissioners of Police at Toronto - Metropolitan Toronto Police Association (Ind.) (police): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 4,000 employees, settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
	General Increases	10%	5% (based on 1973 rates)
<u>Annual Rates</u>			
	Constable 3rd Class	\$11,279 (\$10,254)	\$11,792
	Constable 1st Class	\$13,524 (\$12,295)	\$14,140
	Staff Sergeant	\$17,756 (\$16,142)	\$18,565

Paid Vacation: 4 weeks after 13 (15) years' service, 5 weeks after 22 (25) years.

Health and Welfare: Life Insurance - Employer pays 100% of premium cost of first \$2,000 coverage (no change) and 66 2/3% (50%) of premium cost for coverage in excess of \$2,000.

Clothing Allowance: \$400 (\$300) per year. Cleaning - voucher system extended to include plain clothes members (new) as well as uniformed members.

Meal Allowance: Provision for \$2.00 meal allowance after 3 hours of overtime is discontinued.

Scarborough Borough - Local 368, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 600 employees, settled at the post conciliation bargaining stage.

	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases	10%	9%	
Labourer	\$4.64 (\$4.20)	\$5.06	
Licensed Mechanic	\$5.51 (\$4.99)	\$6.01	

Shift Premium: 0-22¢ (0-20¢).

Paid Vacation: 4 weeks after 13 (15) years' service, 5 weeks after 22 (25) years.

Health and Welfare: Long Term Disability (new) - Employer pays 100% of cost of plan. Benefits are payable to age 65.

Scarborough Borough Corporation - Local 545, Canadian Union of Public Employ-
ees (CLC) (inside employees): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 376 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	10.5%	9.0%
<u>Bi-Weekly Salary:</u>			
	Salary Group 5 (includes Clerk-Typist)	\$268.14 - \$302.98 (\$242.66 - \$274.19)	\$292.27 - \$330.25
	Salary Group 19 (includes Senior Planner)	\$536.26 - \$663.65 (\$485.30 - \$600.59)	\$584.52 - \$723.38
Probationary period is 65 working days. Maximum rates for Salary Group 5 reached after one 6-month and 2 additional annual increments and for Salary Group 19 after one 6-month and 4 additional annual increments.			
Shift Premiums:	Effective April 1974, 0 - 22¢ - 22¢ (0 - 20¢ - 20¢).		
Paid Vacations:	4 weeks after 13(15) years and 5 weeks after 22(25) years.		
Citizenship Leave:	One day's paid leave (new) granted to attend Citizenship Court on one occasion only.		
Welfare:	<u>Long Term Disability Plan</u> - Effective April 1974, employer pay 6¢ (2¢) per hour towards the cost of plan.		

The Waterloo Regional Board of Commissioners of Police - Waterloo Regional Police Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 381 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>
	Increases	\$150 - \$1,450 depending on classification
	Constable - 3rd. Class	\$11,200 (\$10,800)
	Constable - 1st Class	\$13,400 (\$12,250)
	Staff Inspector	\$19,700 (\$18,250)

Shift Premium: \$100 per year (new) in lieu of shift premium.

Special Duty Pay: Time and one-half (previously \$7.00 per hour for Cadets, \$7.50 per hour for Constables and \$8.00 per hour for officers above the rank of Constable), with a minimum of 2 hours' pay, for Special Duty Assignments on time off.

Court Time Pay: Minimum of 4(3) hours' pay if required to attend court on time-off.

Paid Vacations: 4 weeks after 14(15) years and 5 weeks after 22 (25) years.

Welfare: Life Insurance and A.D. & D. - Effective as soon as possible, benefits equal to twice annual salary (previously \$20,000).

Clothing Allowance: Plainclothesmen receive \$375 (\$365) per year for clothing and \$50 (new) per year for footwear.

Meal Allowance: \$4.00 (\$3.00) for evening dinner period for officers on duty out of the region.

ADDENDUM

This addendum consists of one settlement ratified in February 1974 and two settlements ratified in March 1974.

FOOD AND BEVERAGE

Labatt's Ontario Breweries Limited at London - Local 1, National Breweries Union (CLC): A 36-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1976, covering 437 employees, settled at the bargaining stage and ratified in March 1974. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	Jan. 1/74	Jan. 1/75	Jan. 1/76
General Increases		70¢	65¢	65¢
Additional Adjustments		14¢ for skilled tradesmen; 34¢ for Garage Painters	14¢ for skilled tradesmen	14¢ for skilled tradesmen
Bottlers - Operating Machines		\$5.72 (\$5.02)	\$6.37	\$7.02
Maintenance Mechanic A		\$6.88 (\$6.04)	\$7.67	\$8.46

Shift Premiums: 0 - 25¢ - 35¢ (0 - 15¢ - 20¢).

Paid Vacations: Effective May 1, 1974, 6 weeks after 20(25) years and 7 weeks (new) after 25 years.

Welfare: Life Insurance - Effective Mar. 4, 1974, \$12,000 (\$10,000).

Weekly Indemnity and Long-Term Disability Plans - Effective Mar. 4, 1974, benefits increase to 66-2/3% (60%) of regular pay.

Dental Plan - Effective Mar. 4, 1974, Dental Plan (new) provides up to \$250 per year for basic services and up to \$2,000 per lifetime for restorative and orthodontic services, with remaining expenses 50% paid.

Pension Plan: Effective Jan. 1, 1974, non-contributory plan provides \$9 per month per year of service, with benefits of \$10 per month per year of credited service prior to Jan. 1, 1974 up to a maximum of 30 years' service.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Local 35-P, Photo-Engravers' Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 1, 1973 to Oct. 31, 1975, covering 236 employees, settled at post-conciliation bargaining stage and ratified in February. (Previous agreement expired Oct. 31, 1973).

Wages:	Effective	<u>Nov. 1/73</u>	<u>Nov. 1/74</u>
	General Increases	\$28 per week	\$28 per week
	J Journeyman	\$309 (\$281)	\$337

Paid Holidays: One floating day is added for a total of 10(9).

Paid Vacations: 4 weeks after 4(5) years. Effective May 1, 1975, 4 weeks after 3 years.

Welfare: Life Insurance, A.D.&D., Weekly Indemnity Plan and Major Medical Plan - Effective Jan. 1, 1974 employer pays \$43.92 per month for employees with one or more dependents and \$28.92 per month for all other employees towards the cost of the premiums (previously \$30.00 per month for married employees with a proportionate contribution for single employees).

HEALTH AND WELFARE SERVICES

N. B. Cook Corporation Limited at Brampton, Mississauga, Pickering and Toronto-Local 204, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 368 employees, settled at the bargaining stage and ratified in Mar. 1974. (Previous agreement expired Dec. 31, 1973)

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
	Increases	9¢ - 35¢	10¢ - 15¢
	Domestic and Basic Female	\$2.30 - \$2.55 (\$2.12 - \$2.29)	\$2.40 - \$2.65
	Registered Nursing Assistant, Orderly	\$2.97 - \$3.20 (\$2.68 - \$2.85)	\$3.09 - \$3.32
	Maintenance	\$3.89 - \$4.25 (\$3.60 - \$3.96)	\$4.01 - \$4.40

	<u>Effective</u>	<u>Feb. 1/75</u>	<u>Oct. 1/75</u>
Increases		10¢ - 15¢	10¢ - 18¢
Domestic and Basic Female		\$2.50 - \$2.75	\$2.60 - \$2.90
Registered Nursing Assistant, Orderly		\$3.21 - \$3.44	\$3.33 - \$3.61
Maintenance		\$4.15 - \$4.55	\$4.32 - \$4.72

Probationary period is 45 working days within a 6-month period.
Maximum rates reached after 2 annual increments.

Shift Scheduling: Where possible, employees will be scheduled to have every third weekend off (previously minimum of 5 weekends off in every 24 week period).

Paid Holidays: Employee's anniversary day is added for a total of 10(9).

Paid Vacations: Effective Jun. 30, 1975, 3 weeks after 4(5) years and 4 weeks after 14(15) years.

Bereavement Leave: Brother-in-law, sister-in-law or guardian included in up to 3 days' paid leave to attend funeral.

One day's paid leave (new) granted to attend memorial service if unable to attend funeral.

Sick Leave: Credits accumulate at the rate of 1 per month up to a maximum of 15(12).

Welfare: Major Medical Plan - Effective Jan. 1, 1975, employer pays 50% (new) of the premiums for voluntary Blue Cross plan, with deductibles of \$10 for single employees and \$20 for married employees, with remaining expenses fully paid (replaces Weekly Indemnity Plan).

OHIP - Employer pays 80% (66-2/3%) of premiums. Effective Jan. 1, 1975, employer pays 100% of premiums.

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CANADA



ONTARIO

CANADA, DEPARTMENT OF LABOUR

OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING MAY 1974



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 52 collectively bargained settlements in Ontario's industries in May 1974. It also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation ..

Provisions in brackets refer to previous agreement.

June 26, 1974

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MINING

Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines Ltd.
(Aunor, Hallnor and Pamour Divisions) at Pamour and other
centres - United Steelworkers of America (AFL-CIO/CLC):

The area agreement which ran from May 16, 1972 to Feb. 1, 1974 was extended in April 1973 to Feb. 1, 1975. The parties have now signed a Memorandum of Agreement which provides for further amendments and extends the expiry date of the contract to Nov. 30, 1975. The agreement, which covers 665 employees at four locations, was settled at the bargaining stage.

Wages:	Effective	June 1/74	Sept. 1/74	Feb. 1/75
	General Increases	65¢	20¢	20¢
<u>Aunor, Hallnor and Pamour</u>				
	Labourer	\$3.65 (\$3.00)	\$3.85	\$4.05
	J Journeyman	\$5.01 (\$4.36)	\$5.21	\$5.41
<u>Langmuir Property</u>				
	Labourer	\$3.76 (\$3.06)	\$3.97	\$4.17
	J Journeyman	\$5.16 (\$4.36)	\$5.37	\$5.57

Rates at Langmuir Property are 3% higher than at the other three mines.

Cost of Living Allowance: Effective July 1, 1975, 1¢ per hour for each 0.4 rise in the Consumer Price Index from the CPI for December 1974 to the CPI for June 1975. This adjustment will be incorporated into the rates (new).

Shift Premiums: Effective June 1, 1974, 0-8¢-12¢(new).

Paid Holidays: Effective Feb. 1, 1975, Easter Monday and Civic Holiday will be paid holidays at all four locations for a total of 9. (Previously Easter Monday was observed at Hallnor, Langmuir and Civic Holiday at Aunor).

Paid Vacation: Effective Jan. 1, 1975, 2 weeks after 1(2) year's service, 3 weeks after 12(18) years, 4 weeks (new) after 25 years and 5 weeks (new) after 30 years.

Health and Welfare: Life Insurance and A.D. & D. - Effective June 1, 1974, increased to \$5,000(\$3,500).

Weekly Indemnity - Effective June 1, 1974, benefits are increased to \$70 (\$60) per week. Employer pays 66 2/3% (50%) of premiums. Effective Feb. 1, 1975, benefits increase to \$85 and employer pays 75% of premiums.

O.H.I.P. - Effective Feb. 1, 1975, employer pays 100% of premiums. (Previously employer paid average 50%).

Extended Health Care - To be introduced effective Sept. 1, 1974. Plan includes 35¢ per prescription drugs. Employer will pay 75% of cost.

Pamour Porcupine Mines, Ltd., (Schumacher Division) at Schumacher - Local 4440, United Steelworkers of America (AFL-CIO/CLC): An 18-month renewal agreement effective from June 1, 1974 to Dec. 1, 1975, covering 540 employees, settled at the bargaining stage.

Wages:	Effective	<u>June 1/74</u>	<u>Jan. 1/75</u>
	Gold Price Adjustment (incorporated into rates)*	20¢	
	General Increases	30¢ plus 2%	5%
	Job. Cl. 3 (includes Mine Helper)	\$3.85 (\$2.71)	\$4.04
	Job. Cl. 13 (includes Electrician 1st Class)	\$4.51 (\$3.26)	\$4.74

* Eliminated in new contract.

Cost of Living Allowance: Effective in May 1975, 1¢ for each 0.4 rise in the Consumer Price Index published by Statistics Canada. The allowance will be adjusted monthly (new).

Shift Premiums: 0-8-12¢ (0-5¢-7¢).

Sunday Shift: 20¢ per hour for scheduled Sunday shift, in addition to shift differential where applicable (new).

Paid Holidays: Civic Holiday added for a total of 9.

Paid Vacation: 3 weeks after 12 (15) years' service, 4 weeks after 25 (35) years and 5 weeks (new) after 30 years.

Health and Welfare: OHIP Medical Plan - Effective Mar. 1, 1975, employer pays 100% (85%) of cost.

Weekly Indemnity - \$90 (\$50) per week on a 4-4-52 basis. Employer continues to pay 100% of premium.

Prescription Drug and Extended Health Care - Blue Cross Plan (new) - Employer pays 75% of cost.

Willroy Mines Limited (Macassa Division) at Kirkland Lake - Local 4584,
Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement
effective from Jun. 1, 1974 to May 31, 1976, covering
231 employees, settled at the bargaining stage. (Previous
agreement expired May 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>June 1/74</u>	<u>June 1/75</u>
	General Increases	\$1.68	40¢
	Mine Labour	\$4.07 (\$2.39)	\$4.47
	Machine Runner	\$4.30 (\$2.62)	\$4.70
	Welder	\$4.50 (\$2.82)	\$4.90
<u>Price of Gold Adjustment:</u>	1¢ (2¢) per hour for each \$1.00 increase in the price of gold above \$100 and up to \$200 per ounce (previously \$50 per ounce), to be adjusted monthly.		
<u>Shift Premiums:</u>	0 - 7¢ - 12¢ (0 - 4¢ - 6¢) for employees working continuous 3-shift operations. 20¢ (12¢) for employees working a steady night shift.		
<u>Sunday Premium:</u>	25¢ per hour (new).		
<u>Paid Vacations:</u>	3 weeks after 10 (22) years, 4 weeks after 20 (25) years and 5 weeks (new) after 25 years.		
<u>Bereavement Leave:</u>	Up to 3 days' paid leave (new) granted to attend funeral-upon death of mother, father, spouse, sister, brother, child, mother-in-law or father-in-law.		
<u>Jury Duty Leave:</u>	Employer makes up the difference between jury duty pay and regular pay (new).		
<u>Welfare:</u>	<u>Life Insurance</u> - Employer pays 100% (50%) of the premiums for life insurance which provides coverage of \$7,000 (\$4,000). <u>Weekly Indemnity Plan</u> - Benefits increase to \$80 (\$50) per week, payable on a 3 - 5 - 26 (20) basis. <u>OHIP</u> - Employer pays 85% (50%) of the premiums for OHIP. <u>Dental Plan</u> - Effective June 1, 1974, employer pays 85% (new) of the premiums for Blue Cross No. 7 plan. <u>Drug Plan</u> - Effective June 1, 1974, employer pays 85% (new) of the premiums for drug plan with deductible of 35¢ per prescription.		
<u>Pension Plan:</u>	Effective as soon as possible, benefits of \$5.00 (new) per month per year of service.		

Marmoraton Mining Company, a Division of Bethlehem Chile Iron Mines Company at Marmora and Picton - Local 4854, Steelworkers, (AFL-CIO/CLC): A 36 - month renewal agreement effective from Aug. 1, 1974 to July 31, 1977, covering 306 employees, settled at the bargaining stage. (Present agreement is due to expire Aug. 1, 1974).

Wages:	Effective	<u>May 1/74</u>	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>
General Increases		28¢	16¢	16¢
Additional Adjustments		0.2¢ increase in increments to 10.0¢(9.8¢) between job classes	0.3¢ increase in increments to 10.3¢ between job classes	0.4¢ increase in increments to 10.7¢ between job classes
Cost-of-Living Fold-In		39¢ cost-of-living was folded into rates		
Job Class 1 (includes Labourer)		\$4.305 (\$3.635)	\$4.465	\$4.625
Job Class 18 (includes Electrician)		\$5.905 (\$5.203)	\$6.113	\$6.337
Cost-of-Living Allowance:		Effective May 1, 1974, 1¢ per hour per 0.3 (0.4) change in the BLS Consumer Price Index base of 138.5 (1967=100), to be adjusted quarterly, and folded into the wage rates in May each year.		
Shift Premiums:		0 - 20¢ - 30¢ (0 - 10¢ - 15¢).		
Paid Holidays:		One day, date to be decided, is added for a total of 10 (9).		
Bereavement Leave:		Grandparents included in up to 3 days' paid leave to attend funeral.		
Welfare:		Details unavailable at time of publication.		
Pension Plan:		Details unavailable at time of publication.		

FOOD AND BEVERAGE

Toronto Hebrew Master Bakers Assn. - Local 181, Bakery Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1974 to Apr. 30, 1976, covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired Apr. 30, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>May 1/74</u>	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	50¢	35¢	15¢
	Cake Baker Third Hand	\$4.42 (\$3.92)	\$4.77	\$4.92
	Bread Baker First Hand	\$4.68 (\$4.18)	\$5.03	\$5.18

Overtime Pay: Time and one-half after 40(42) hours.

Paid Vacations: 3 weeks after 5(7) years and 4 weeks (new) after 15 years.

Welfare: Life Insurance, Major Medical Plan (includes Drugs) - Effective Apr. 1, 1974, employer contributes 10-1/2¢ (9¢) per hour to the National Welfare Fund, which provides coverage for life insurance and major medical plan.

Pension Plan: Effective May 1, 1974, employer contributes \$8.00 (\$7.00) per week to the Pension and Fringe Benefit fund. Effective May 1, 1975, employer contributes \$9.00 per week.

Salada Foods Limited at Etobicoke - Local 264, Bakery Workers (AFL-CIO/CLC):

A 24-month renewal agreement effective from Mar. 31, 1974 to Mar. 28, 1976, covering 215 employees, settled at the mediation stage. (Previous agreement expired Mar. 30, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 31/74</u>	<u>Mar. 30/75</u>
	Increases	12%	10%
	Packing Operator	\$3.61 (\$3.22)	\$3.97
	Maintenance Mechanic	\$5.38 (\$4.80)	\$5.92

Cost-of-Living Allowance: Effective Sept. 29, 1975, employees receive an additional 6¢ per hour.

Shift Premiums: 0 - 17¢ - 17¢ (0 - 15¢ - 15¢).

Paid Vacations: 3 weeks after 5(8) years, 5 weeks after 24(25) years and 6 weeks (new) after 30 years. Effective in 1975, 5 weeks after 22 years.

Welfare: Weekly Indemnity Plan - Effective May 13, 1974, benefits increase to 66 2/3% (60%) of wages up to a maximum of \$113 (\$100) per week, payable on a 1 - 4 - 52 basis.

Extended Health Benefits Plan (includes Drugs) - Effective June 1, 1974, employer pays 100% of the premiums for Blue Cross Extended Health Benefits Plan (new) with 80% of expenses fully paid up to a maximum of \$75 per year for single employees and \$150 per year for married employees (replaces previous plan with deductibles of \$15 for single employees and \$30 for families).

Deductible of 35¢ per prescription for drugs, with 80% of remaining expenses fully paid.

Safety Shoe Allowance:

Effective May 12, 1974, employer pays 50% of the cost of 1 pair of safety shoes per year up to a maximum of \$15 and, if required 50% of the cost of a 2nd pair up to a maximum of \$10 (previously paid 50% of the cost of one pair per year).

TEXTILE

Globe Mills Limited at Meaford - Local 1125, Textile Workers' Union (AFL-CIO/CLC): A 24 - month renewal agreement effective from May 6, 1974 to May 6, 1976, covering 264 employees, settled at the bargaining stage. (Previous agreement expired May 1, 1974).

Wages:	Effective	<u>May 6/74</u>	<u>Dec. 2/74</u>
General Increases		30¢	20¢
Burlers and Winders		\$2.85 (\$2.55)	\$3.05
Maintenance A		\$4.50 (\$4.20)	\$4.70
Effective		<u>Jul. 7/75</u>	<u>Dec. 1/75</u>
General Increases		15¢	5¢
Burlers and Winders		\$3.20	\$3.25
Maintenance A		\$4.85	\$4.90

Cost-of-Living Allowance: Effective May 6, 1974, 1¢ per hour (new) per 1.0 change in the Consumer Price Index (1961=100) above the Apr. 1974 Index, up to a maximum of 10¢ per hour in each contract year, to be adjusted quarterly.

Shift Premiums: 0 - 14¢ - 17¢ (0 - 10¢ - 15¢).

Pay for Work on a Paid Holiday: Double time (time and one-half) in addition to regular pay for all employees except engineers and watchmen.

Paid Vacations: 3 weeks with vacation pay of 6% after 8 (10) years, 3 weeks with vacation pay of 7% after 12 (15) years and 4 weeks with vacation pay of 8% after 15 (18) years.

Bereavement Leave: One day's paid leave (new) granted upon death of sister-in-law and brother-in-law.

Welfare: Life Insurance and A.D. & D. - \$3,000 for employees with dependents and \$2,000 for employees with no dependents. (Previously \$2,000 for male employees and \$1,000 for female employees).

Weekly Indemnity Plan - Benefits increase to \$70 per week for employees with dependents and \$60 per week for employees with no dependents, payable on a 1-8-15 basis. (Previously \$45 per week for male employees and \$35 per week for female employees, payable on a 1-8-13 basis).

CLOTHING

Associated Fur Industries of Toronto Inc. - Local 82, Fur, Leather, Shoe & Allied Workers' Union (Butcher Workmen, AFL-CIO):
 A 36-month renewal agreement effective from May 1, 1974 to Apr. 30, 1977, covering 500 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	May 1/74	May 1/75	May 1/76
	Weekly Increases	\$21	\$20	\$20
	Lining Operator	\$143 (\$122)	\$163	\$183
	Cutter, 1st Class	\$177 (\$156)	\$197	\$217

Paid Holidays: In 1975, one additional for a total of 9.

Pension Plan: Employer's contribution is increased to 5%(4%) of payroll.

WOOD

Campeau Corporation Limited at Ottawa - Local 796, Operating Engineers (I.U.O.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 18, 1974 to May 17, 1976, covering 222 employees, settled at the bargaining stage. (Previous agreement expired May 17, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>May 18/74</u>	<u>Nov. 18/74</u>	<u>May 18/75</u>
	General Increases	40¢	10¢	45¢
	Labourer	\$3.90 (\$3.50)	\$4.00	\$4.45
	Class "A"	\$4.75	\$4.85	\$5.30
	Mechanic	(\$4.35)		
Mileage		15¢ (13¢) per mile for employees required to use their own cars.		

PAPER AND ALLIED

Atlantic Packaging Company at Toronto - Local 466, Printing Pressmen (AFL-CIO/CLC): A 24-month renewal agreement effective from Feb. 12, 1974 to Feb. 11, 1976, covering 300 employees, settled at post-conciliation bargaining stage. (Previous agreement expired Feb. 11, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 12/74</u>	<u>Feb. 17/75</u>
	General Increases	48¢	11%
	Shipper and Receiver	\$3.37 - \$3.79 (\$2.89 - \$3.31)	\$3.74 - \$4.21
	Electrician Class 1	\$5.11 - \$5.39 (\$4.63 - \$4.91)	\$5.67 - \$5.98

Probationary period is 3 months. Maximum rates reached on merit.

Lead Hand Premium: 20¢ (15¢) per hour. Effective Feb. 17, 1975, 25¢ per hour.

Paid Holidays: Half day before Christmas Day and half day before New Year's Day are added for a total of 10 (9).

Paid Vacations: Effective June 30, 1974, 3 weeks after 8 (9) years and 4 weeks after 19 (20) years. Effective June 30, 1974, 3 weeks after 7 years and 4 weeks after 18 years.

Jury Duty Leave: Employer makes up the difference between jury duty pay and regular pay for a maximum of 2 (1) weeks.

Welfare: Life Insurance - \$1,000 after 6 months' service plus an additional \$1,000 for each 2 years' service up to a maximum of \$7,500 (\$5,000).

Weekly Indemnity Plan and OHIP - Employer pays 85% (80%) of the premiums for plans. Effective Feb. 11, 1975, employer pays 90% of the premiums for plans.

Meal Allowance: \$1.50 (\$1.00) after 2 hours' overtime if notice is not given on the previous day.

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Limited at Toronto - Independent Greeting Card Workers Union (Ind.):
A 26-month renewal agreement effective from May 1, 1974 to Jun. 30, 1976, covering 400 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1974).

Wages:	Effective	May 1/74	June 30/75
	General Increases	10½%	New rates to be negotiated
	Labour Grade 1 (includes General Factory Help)	\$2.35 - \$2.46 (\$2.13 - \$2.21)	
	Labour Grade 10 (includes Stockman)	\$2.97 - \$3.44 (\$2.69 - \$3.11)	
	Skilled Crafts 3 (includes Maintenance Mechanic)	\$3.98 - \$5.19 (\$3.60 - \$4.70)	

Probationary period is 90 days. Maximum rates for Labour Grade I reached after 1 3-month increase and 1 9-month increase, for Labour Grade 10 after 1 3-month increase, 1 9-month increase and thereafter on merit, and for Skilled Crafts 3 after 2 6-month increases and thereafter on merit.

Paid Vacations: 4 weeks after 15 (20) years and 5 weeks (new) after 25 years, one week of which, in each case, will not be accumulated until the second half of each year.

Bereavement Leave: Legal guardian included in 3 days' paid leave to attend funeral.

One day's paid leave (new) granted to attend funeral upon death of son-in-law or daughter-in-law.

PRIMARY METALS

Union Carbide Canada Ltd. at Welland - Local 523, United Electrical, Radio and Machine Workers of America (CLC): A 12-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1975, covering 720 employees, settled at post mediation bargaining stage.

Wages:	Effective	Apr. 1/74	Oct. 1/74
	General Increases	52¢	3¢
	Classification Adjustments	1-10¢	
	Yard Labourer	\$4.55 (\$4.03)	\$4.58
	Electrician A	\$5.86 (\$5.24)	\$5.89

Shift Premiums: 0-17¢-23¢(0-14¢-19¢).

Sunday Premium: 85¢(75¢) per hour.

Paid Holidays: Effective Jan. 1, 1975, one floating holiday added for a total of 11 paid holidays.

Health and Welfare: Extended Health Plan - Employer pays 100%(50%) of premiums.

Prescription Drug Plan - Deductibles of \$10-\$20(\$25-\$50) and 90%-10%(80%-20%) co-insurance. Employer pays 100% (50%) of premiums.

Weekly Indemnity - 66 2/3% of earnings to a maximum of \$113 per week on a 1-4-26 basis. Employer pays 100%(50%) of cost. (Previously benefits were based on Company service credit rules).

Stanton Pipes Limited at Hamilton - Local 8233, Steelworkers (AFL-CIO/CLC): A 24-month first agreement effective from May 1, 1974 to May 6, 1976, covering 227 employees, settled at the conciliation officer stage.

Wages:	Effective	May 1/74	May 1/75
	General Increases	50¢	40¢
	Additional Adjustments	1¢ increase in increments to 9¢(8¢) between job classes	1¢ increase in increments to 10¢ between job classes

	May 1/74	May 1/75
Grade 1 (Includes Labourer)	\$4.14 (\$3.64)	\$4.54
Grade 13 (Includes Electrician)	\$5.22 (\$4.60)	\$5.74

Shift Premiums: 0 - 12¢ - 22¢ (0 - 10¢ - 20¢).

Call-Back Pay: Minimum of 3 hours at time and one-half (previously at straight time).

Overtime Pay: Double time (time and one-half) after 8 hours on Saturday and for all hours on Sunday.

Pay for Work on a Paid Holiday:

Double time (time and one-half) in addition to regular holiday pay.

Paid Holidays: One additional day is added between Christmas Day and New Year's Day for a total of 10(9).

Welfare: Major Medical Plan (includes Drugs) - Effective May 1, 1974, employer pays 100% (new) of the premiums for plan with deductibles of \$10 for single employees and \$20 for married employees.

Pension Plan: Effective May 3, 1974, \$4.70 (\$4.30) per month per year of service. Effective May 1, 1975, \$5.00 per month per year of service.

Safety Shoe Allowance : Employer contributes \$10(new) per pair towards the cost of up to 2 pair of safety boots per year.

Safety Prescription Glasses: Employer contributes \$20 towards the cost of the first pair of safety glasses and 50%, once a year, towards the cost of replacements up to a maximum of \$15 per year (previously paid 25% of cost as required).

Tool Allowance: Employer will replace tools as required, except if they are lost, stolen or misplaced.

METAL FABRICATING

American Can of Canada Ltd. at Hamilton and Simcoe, Ont. and Montreal, Qué. -
CLC-Chartered Locals 353, 354 and 535 (Can Workers'
Federal Unions): A 36-month renewal agreement effective
from Mar. 15, 1974 to Mar. 14, 1977, covering 1,275
employees, settled after a work stoppage at the Hamilton
plant.

In last month's issue we reported that employees at Simcoe and Montreal had settled at the post conciliation bargaining stage, but that details of the settlement were unavailable. On May 27, after a 4 week work stoppage, the Hamilton group settled. The settlement terms apply to all three locations.

	Effective	<u>Mar. 15/74</u>	<u>Apr. 15/74</u>	<u>Mar. 15/75</u>	<u>Mar.</u>
Wages:					
	General Increases	31¢		16¢	1
	COLA Fold-in		45¢		
	Job Gr. 1 (includes Labourer)	\$4.03 (\$3.72)	\$4.48	\$4.64	\$4.8
	Job Gr. 23 (Diemaker)	\$5.885 (\$5.575)	\$6.335	\$6.495	\$6.66
Cost of Living Allowance:	Effective Apr. 15, 1974, 45¢ of the 52¢ COLA was incorporated into the wage rates leaving a 7¢ float.				
	Effective Mar. 15, 1974, and quarterly thereafter to Dec. 15, 1976, 1¢ per hour for each 0.325(0.4) change in the Consumer Price Index (1961 equals 100).				
	Effective Apr. 15, 1975 and Apr. 15, 1976 the total COLA then payable will be incorporated into the wage rates.				
Paid Vacation:	Effective in 1974, 3 weeks after 5(10) years' service, 4 weeks after 17(25) and 5 weeks (new) after 25 years.				
Health and Welfare:	<u>Insurance Coverage</u> - Effective Apr. 1, 1974, extended to 24 months with under 2 years' service and 48 months with over 2 years' service during absence due to occupational injury.				
	<u>Weekly Indemnity</u> - Single employees will receive a tax allowance of \$13.45 per week and married employees \$5.40 per week in addition to weekly indemnity (new).				
	<u>Dental Plan</u> - Effective Sept. 1, 1975, provides Company-paid plan for employees and dependents. Plan pays for 100% of preventive services, 85% for most other dental procedures and 50% for prosthetics with maximum of \$750 per individual during any 12-month period. Plan also pays 50% of orthodontic, diagnostic and treatment procedures for children under 19 to maximum of \$500 during lifetime of each individual.				
Pension Plan:	<u>Vesting</u> - After 10 years' service in event of plant closing, layoff beyond 2 years or established disability beyond 2 years, effective Apr. 1, 1974.				
	<u>Reduction Factor</u> - Effective Apr. 1, 1974, for early retirements $\frac{1}{2}$ of 1% for each month under age 65. Effective Apr. 1, 1975, age 62.				

Dependent Spouse - Benefit changed to insurance plan.

Pension Improvement - Effective Apr. 1, 1975, for retired employees who retired prior to Apr. 1, 1974, increases of \$15-\$60 per month.

Basic Benefit - \$12.50(\$8.50) per month and Supplemental Benefit \$230(\$130) per month effective Apr. 1, 1975 for retirements commencing on or after Apr. 1, 1974.

Regular Retirement Age - Effective Apr. 1, 1975 age 62(65).

Maximum Total Pension Benefit - Basic pension plus CPP plus OAS established at 85% of average of 2 highest years during previous 10 years.

Survivorship Benefit - Effective Apr. 1, 1975, \$100 per month payable for life, with age requirement eliminated (previously age requirement of 50 and termination at age 62, upon remarriage or employment by the Company). Applies to active employees with 10(15) ~~or~~ more years' service who die on or after Apr. 1, 1975 and to retirees who retired on or after Apr. 1, 1974.

Cost of Living Supplement - Effective Apr. 1, 1976, .65 of the percentage increase in the 1975 Consumer Price Index times the monthly pension benefit.

Supplemental Unemployment Benefit Fund: Effective Apr. 1, 1974, employer contributes 26¢(23¢) per hour worked; effective Apr. 1, 1975, 28¢ and effective Apr. 1, 1976, 29¢.

Unpaid Leave: One year's unpaid leave if elected to a full-time political position renewable upon subscription. Seniority is retained and accumulates during leave.

Bereavement Leave: Definition of "immediate family" extended to include step-mother, step-father, step-children, half-brother, step-brother, half-sister and step-sister for 3 days' paid leave.

Witness Leave: An employee receives his straight time earnings if he is subpoenaed to appear before a governmental agency in a matter in which the employer has no detrimental interest (new).

Neptune Meters Limited at Toronto - Local 3813, Steelworkers (AFL-CIO/CLC)
A 24-month renewal agreement effective from Feb. 1, 1974 to Jan. 31, 1976, covering 200 employees, settled at the conciliation officer stage. (Previous agreement ~~expired~~ Jan. 31, 1974).

Wages:	Effective	<u>Feb. 1/74</u>	<u>Feb. 1/75</u>
	General Increases	50¢	46¢
	Additional Adjustments	½¢ increase in increments to 8¢ (7½¢) between some job classes	½¢ increase in increments to 8½¢ between some job classes
	Class 2 (includes General Labor)	\$3.480 - \$3.710 (\$2.980 - \$3.205)	\$3.940 - \$4.175
	Class 17 (includes Electrician)	\$4.520 - \$4.910 (\$3.955 - \$4.330)	\$5.045 - \$5.450
	Maximum rates reached on merit.		
Shift Premiums:	0 - 18¢ - 21¢	(0 - 15¢ - 18¢).	
Welfare:	<u>Life Insurance and A.D.&D.</u> - \$6,500 (\$5,500).		
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$95 (\$85) per week, payable on a 1 - 4 - 26 basis.		

MACHINERY

Bata Engineering, a Division of Bata Industries Limited at Batawa - Local 1788, Machinists (AFL-CIO/CLC): A 24 - month renewal agreement effective from Mar. 15, 1974 to Mar. 14, 1976, covering 200 employees, settled during a work stoppage. (Previous agreement expired Mar. 14, 1974).

Wages:	Effective	<u>Mar. 15/74</u>	<u>Mar. 15/75</u>
	General Increases	9% for non-incentive workers; 7% for incentive workers	9% for non-incentive workers; 7% for incentive workers
	Additional Adjustments	10¢-25¢ due to upgrading of some classifications	
	Material Handler	\$2.85-\$3.18 (\$2.62-\$2.92)	\$3.11-\$3.47
	Toolmaker A	\$4.38-\$4.79 (\$3.79-\$4.17)	\$4.77-\$5.23

Probationary period is 60 days. Maximum rates reached after 4 6-month increases.

Bonus: Effective Mar. 15, 1974, bonus of 15¢ per hour (new) for all hours actually worked up to a maximum of 40 hours per week, plus an additional 15¢ per hour effective Mar. 15, 1975.

Shift Premiums: 0 - 18¢ - 21¢ (0 - 15¢ - 18¢).

Paid Vacations: 3 weeks after 8 (10) years.

Welfare: Life Insurance: - \$7,000 (\$5,000).

Weekly Indemnity Plan - Benefits increase to 66 2/3% of wages up to a maximum of \$113 per week (previously \$90 per week), payable on a 1-4-26 basis.

Safety Prescription Glasses: Employer contributes \$8 (\$5) towards the cost of 1 pair of safety glasses per year.

TRANSPORTATION EQUIPMENT

Thompson Products, a Division of TRW Canada Ltd., at St. Catharines - Thompson Products Employees Association (Ind.): A 36-month renewal agreement effective from May 1, 1974 to Apr. 30, 1977, covering 900 employees, settled at the bargaining stage.

Wages:	Effective	<u>May 1/74</u>	<u>May 1/75</u>	<u>May 1/76</u>
	General Increases	25¢	3%	3%
	Classification Adjustments	3¢-11¢		
	COLA Fold-in	50¢		
	General Labour -Sweeper	\$4.79 (\$3.979)	\$4.93	\$5.08
	Master Maker	\$6.49 (\$5.635)	\$6.68	\$6.88

Cost of Living Allowance: Effective May 1, 1974, 50¢ of present 53¢ folded into base rates. Remaining 3¢ plus 7¢ catch-up for total of 10¢ float. Formula: 1¢ per hour for each 0.4 increase in the Consumer Price Index, adjusted quarterly and uncapped.

Shift Premiums: 0-24¢-31¢ (0-19¢-24¢).

Paid Holidays: In 1974 and 1975, 2 additional floating holidays are added for a total of 15 paid holidays. In 1976, 1 additional floater for a total of 14. With current paid holidays including floaters, plant will be closed for 2 weeks at Christmas in each year.

Paid Vacation: Effective in 1974, additional bonus hours are added - 10 hours for less than 5 years, 20 hours for more than 5 years.

Health and Welfare: Weekly Indemnity - \$135-\$165 per week, wage related, on a 1-4-52 basis (formerly \$100 per week).

Pension Plan: Basic Benefit - \$11.00 (\$7.50) per month times years of service.
Supplemental - \$7.50 (\$7.00) per month times years of service to maximum 30, offset at 65 by C.P.P. and O.A.S.
Early Retirement - Full unreduced pension at age 58 with 30 years' service.

Supplemental Unemployment Benefit Plan: Wage cost of first new floating paid holiday in 1974 to be charged to SUB Plan.

ELECTRICAL PRODUCTS:

Burndy Canada Ltd. at Scarborough - Machinists (AFL-CIO/CLC): A 26-month first agreement effective from May 1, 1974 to Jun. 30, 1976, covering 200 employees, settled at the conciliation officer stage.

Wages: Settlement pay of \$100 for all employees who had completed their probationary period as of Apr. 25, 1974.

	<u>Effective</u>	<u>May 1/74</u>	<u>Dec. 1/74</u>
General Increases		6%	3%
Grade 3 (includes Assembler)		\$3.26-\$3.50 (\$3.075-\$3.300)	\$3.36-\$3.61
Grade II (includes Tool and Die Maker)		\$5.30-\$5.51 (\$5.00-\$5.20)	\$5.46-\$5.68
	<u>Effective</u>	<u>Jun. 1/75</u>	<u>Sept. 1/75</u>
General Increases		10%	3%
Grade 3 (includes Assembler)		\$3.70-\$3.97	\$3.81-\$4.09
Grade II (includes Tool and Die Maker)		\$6.01-\$6.25	\$6.19-\$6.44

Probationary period is 50 working days. Maximum rates reached for Grade 3 after increases at 50 working days, 6 months and 12 months, and for Grade 11 after increases at 50 working days and 6 months.

Lead Head Premium: 25¢ (new) per hour.

Shift Premiums: 0 - 18¢ - 18¢ (0 - 15¢ - 15¢).

Overtime Pay: Double time (time and one-half) for work on a Sunday or on the 7th consecutive day of work.

Pay for Work on a Paid Holiday: Double time (time and one-half) in addition to regular holiday pay.

Paid Vacations: 3 weeks after 9 (10) years and 4 weeks after 19 (20) years.
Effective in 1975, 3 weeks after 8 years and 4 weeks after 18 years.

Welfare: Life Insurance and A. D. & D., Weekly Indemnity Plan, Major Medical Plan, Long Term Disability Plan and OHIP
- Employer pays 100% (80%) of the premiums for these plans.

A.D.&D. - Effective as soon as possible, benefits range from \$6,000 to \$8,500 depending on wages (previously \$2,500 for all employees).

Weekly Indemnity Plan - Effective as soon as possible, benefits increase to 66 2/3% (60%) of wages up to a maximum of \$113 (\$96) per week, payable on a 1-1-4-26 basis.

Major Medical Plan - Effective as soon as possible, deductibles reduced to \$10 (\$25) for single employees and \$20 (\$50) for married employees, with 100% (80%) of remaining expenses paid.

Safety Shoe Allowance: Employer pays up to \$18 (\$15) per pair towards the cost of 2 pair of safety shoes per year for furnace room employees and 1 pair per year for all other employees.

Canadian Admiral Corporation Ltd. at Port Credit - Local 545, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from Mar. 16, 1974 to Mar. 15, 1976, covering 850 employees, settled after a work stoppage.

Wages:	Effective	Mar. 16/74	Oct. 1/74	Mar. 15/75
	General Increases	45¢	10¢	35¢
	Adjustment for Maintenance and Journeyman 2nd Class	4¢		4¢

	<u>Mar. 16/74</u>	<u>Oct. 1/74</u>	<u>Mar. 15/75</u>
Labour Gr. 4 (includes Janitor)	\$3.24 (\$2.79)	\$3.34	\$3.69
Journeyman 1st Class	\$5.00 (\$4.55)	\$5.10	\$5.35
Cost of Living Allowance:	Effective Mar. 15, 1975, 1¢ per hour increase for every .45 increase in the Consumer Price Index (1961 equals 100), adjusted quarterly, maximum of 20¢ per hour (new).		
Shift Premiums:	0-18¢-20¢ (0-14¢-16¢).		
Paid Holidays:	One floating holiday added for a total of 11 paid holidays.		
Paid Vacation:	Effective July 1, 1974, 3 weeks after 6(7) years' service and 4 weeks after 15(17) years. Effective July 1, 1975, 3 weeks after 5 years, and 5 weeks (new) after 25 years.		
Health and Welfare:	<u>Life Insurance & A.D. & D.</u> - Increased to \$5,000 each. <u>Weekly Indemnity</u> - 66 2/3% (50%) of income to a maximum of \$115 (\$60) per week. <u>Extended Health Benefits</u> - \$10 single, \$20 family. Co-insurance 90%-10%. Maximum benefit \$10,000. Semi-private coverage-100% for 365 days.		
Pension Plan:	Effective Mar. 16, 1974, employer pays 10¢ (5¢) per employee for each hour worked and effective Mar. 15, 1975. 15¢ per hour.		

McGraw Edison of Canada Limited (Power Systems Division) at Toronto - Local
7134, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement
effective from May 15, 1974 to May 14, 1975, covering 290
employees, settled at the bargaining stage. (Previous agree-
ment expired May 14, 1974).

Wages:	Effective	<u>Apr. 29/74</u>
	General Increases	12%
Packer and	\$3.28 - \$3.81	
Loader	(\$2.93 - \$3.40)	
Tool and	\$4.55 - \$5.21	
Die Maker	(\$4.06 - \$4.65)	

Probationary period is 3 months. Employees receive 5¢ every 4 weeks until Day Work Normal Rate is reached (after 12 weeks); a Mid-Point Rate is reached after an additional five months and Maximum Rate is reached after an additional four months.

Shift Premiums: 0 - 16¢ - 16¢ (0 - 13¢ - 13¢).

Paid Vacations: 3 weeks after 6 (7) years and 4 weeks after 15(17) years.

Welfare: Life Insurance - Effective May 1, 1974, \$9,000 (\$6,000).

Weekly Indemnity Plan - Effective May 1, 1974, benefits increase to 66 2/3% (65%) of wages up to a maximum of \$113 per week, payable on a 1-5-26 (1-8-26) basis.

Drug Plan - Effective May 1, 1974, employer pays 40% (new) of the premiums for Blue Cross Drug Plan with deductibles of \$10 for single employees and \$20 for married employees.

NON-METALLIC MINERAL PRODUCTS

Canadian Gypsum Company Limited at Hagersville - Local 2-342, Woodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 17, 1974 to May 16, 1975, covering 210 employees, settled at the bargaining stage. (Previous agreement expired May 16, 1974).

Wages:	Effective	<u>May 13/74</u>
	General Increases	60¢
	Labour	\$4.08 (\$3.48)
	Electrician	\$4.85 - \$5.15 (\$4.25 - \$4.55)

Maximum rate for Electrician reached on merit.

Shift Premiums: 0 - 10¢ - 15¢ (0 - 9¢ - 13¢).

Welfare: OHIP - Employer pays 75% (50%) of the premiums for OHIP.

Canadian Johns-Manville Co., Ltd. at Port Union - Local 346, International Chemical Workers Union (AFL-CIO/CLC): A 36-month renewal agreement effective from Apr. 9, 1974 to Apr. 8, 1977, covering 570 employees, settled after a work stoppage.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 9/74</u>	<u>Apr. 9/75</u>	<u>Apr. 9/76</u>
	COLA Fold-in	24¢		
	Increases	30¢ - 42¢	30¢ - 42¢	30¢ - 42¢
	Adjustment	2¢		
	General Worker	\$4.03 (\$3.47)	\$4.33	\$4.63
	Electrician "A"	\$5.44 (\$4.80)	\$5.84	\$6.24

Cost of Living Allowance: 1¢ per hour for each 0.4 change in the Statistics Canada Consumer Price Index (1961 equals 100), based on the CPI for July 1974 and for each 3 months thereafter to January 1977 with no cap (formerly a cap of 8¢ per year).

Shift Premiums: 0-15¢-17¢ (0-14¢-17¢). Effective Apr. 9, 1975, 0-18¢-22¢.

Health and Welfare: Drug Plan - Blue Cross Prescription Drug Plan deductibles have been lowered to \$10 one person, \$20 family (\$15-\$30).

Pension Plan: Modified Retirement Plan for Hourly Paid Employees - Effective Jan. 1, 1975, benefit is increased to \$4 (\$2.50) per month per year of service prior to July, 1967 and \$6 (\$5) per month per year of service after July, 1967.

MISCELLANEOUS MANUFACTURING

General Tire of Canada Limited at Peterborough - Local 570, Electrical Workers (I.U.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 22, 1974 to Apr. 22, 1976, covering 350 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 22, 1974).

<u>Wages</u>	<u>Effective</u>	<u>Apr. 2/74</u>	<u>Oct. 19/74</u>
	Increases	11% for Grades 1 - 4; 10% for Grades 5 and above	11¢
	Additional Adjustments	15¢ skilled trades differential for Toolmakers 1 and 2.	
	Job. Grade 1 (includes Assembler)	\$2.49 (\$2.24)	\$2.60
	First Class Toolmaker	\$5.49 (\$4.85)	\$5.60

<u>Effective</u>	<u>Apr. 20/75</u>	<u>Oct. 19/75</u>
Increases	11% for Grades 1 - 4; 10% for Grades 5 and above	11¢
Job Grade 1 (includes Assembler)	\$2.89	\$3.00
First Class Toolmaker	\$6.16	\$6.27
Paid Holidays:	1 floating day is added for a total of $10\frac{1}{2}$ ($9\frac{1}{2}$).	
Paid Vacations:	Effective in 1974, 3 weeks after 7 (8) years and 4 weeks after 17 (18) years. Effective in 1975, 3 weeks after 6 years and 5 weeks after 27 (30) years.	
Bereavement Leave:	One day's paid leave (new) granted to attend funeral upon death of grandparent.	
Welfare:	<u>OHIP and Semi-Private Hospitalization</u> - Employer pays 100% of the premiums for these plans up to a maximum of \$12 for the employee and \$12 for dependents. (Previously 100% for some classifications and 71% for all other employees).	
	<u>Weekly Indemnity Plan</u> - Benefits increase to 66-2/3%(60%) of wages, payable from the first day of hospitalization or accident and eighth day of illness up to a maximum of 20 to 40 weeks depending on length of service.	
Pension Plan:	Employer increases contributions to cost of premiums for plan, until, as of Jan. 1, 1977, employer pays 100% of the premiums.	

TRANSPORTATION

<u>Government of Canada (Treasury Board) - Canadian Air Traffic Control Association Inc. (CLC):</u>	<u>A 20-month renewal agreement effective from May 6, 1974 to Dec. 31, 1975, covering 2,040 employees, settled at the post conciliation bargaining stage.</u>			
<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/74</u>	<u>July 1/74</u>	<u>Jan. 1/75</u>
	General Increases	12%	3% (based on 1973 rates)	9%

Jan. 1/74

July 1/74

Jan. 1/75

Annual Rates

Air Traffic Controller

Level 1	\$9,156-\$11,820 (\$8,175-\$10,554)	\$9,401-\$12,137	\$10,247-\$13,229
Level 4	\$14,044-\$18,144 (\$12,539-\$16,200)	\$14,420-\$18,630	\$15,718-\$20,307
Level 8	\$20,192-\$24,900 (\$18,029-\$22,232)	\$20,733-\$25,567	\$22,599-\$27,868

Shift Premiums: 0-\$1.25-\$1.75(0-\$1.00-\$1.50).

Paid Vacation: Effective Apr. 1, 1974, 5 weeks after 28(30) years' service.
Effective Apr. 1, 1975, 5 weeks after 25 years.

Meal Allowance: \$2.00(\$1.75).

COMMUNICATION

Northern Telephone Limited at various locations in Ontario - Local C-6,
Communications Workers (AFL-CIO/CLC): A 15-month renewal
agreement effective from Feb. 1, 1974 to Apr. 30, 1975,
covering 300 employees, settled at the bargaining stage.
(Previous agreement expired Jan. 31, 1974).

Wages:	Effective	Feb. 1/74	May 1/74	Nov. 1/74
Increases	9% - 10½%	9% - 10½%	1% - 1½%	5% - 5½%
Traffic Dept. Step 3 (Operator)	\$ 91.00 (\$ 82.00)	\$ 91.50	\$ 96.00	\$ 96.00
Plant Step 3 (Labourer)	\$116.00 (\$107.50)	\$118.00	\$124.00	\$124.00
Plant Step 11 (includes Cable Splicer)	\$192.00 (\$177.00)	\$195.00	\$205.00	\$205.00

Shift Premiums: Traffic employees tour differentials:
Tour ending 7p.m. to 9p.m. - 70¢ (60¢) per shift; \$1.00 (90¢)
for Saturday
Tour ending 9p.m. to midnight - 90¢ (80¢) per shift; \$1.20
(\$1.10) for Saturday
Tour ending after midnight - \$1.25 (same) per shift; \$1.70
(\$1.60) for Saturday
Night Tour - \$1.50 (\$1.40) per shift; \$2.00 (\$1.90) for
Saturday

Plant employees shift of:
Less than 2 hours - 75¢ (same) per shift
2 hours to 4 hours- \$1.50 (\$1.25) per shift
4 hours to 6 hours- \$2.00 (\$1.75) per shift
over 6 hours - \$2.50 (\$2.25) per shift

Paid Holidays: 1 day during the Christmas period is added for a total of 10 (9).

Paid Vacations: 3 weeks after 6 (8) years, 4 weeks after 17 (20) years and 5 weeks (new) after 30 years.

Welfare: OHIP - Employer pays 100% (60%) of the premiums for OHIP.

Extended Health Care Plan (includes Drugs) - Effective as soon as possible, employer will pay 50% (new) of the premiums for plan, details to be decided.

WHOLESALE TRADE

The Ontario Produce Company Limited and The Ontario Foods Division of The Oshawa Group Limited - Local 419, Teamsters (Ind): A 24-month renewal agreement effective from Mar. 9, 1974 to Mar. 6, 1976, covering 335 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired Mar. 8, 1974).

Wages:	Effective	Mar. 9/74	Mar. 9/75	Sept. 7/75
	General Increases	60¢	50¢	15¢
	General Utility Warehouseman	\$5.75 (\$5.15)	\$6.25	\$6.40
	Truck Driver	\$6.05 (\$5.45)	\$6.55	\$6.70
	Maintenance Mechanic	\$6.45 (\$5.85)	\$6.95	\$7.10

Shift Premiums: 0 - 20¢ - 25¢ (0 - 20¢ - 20¢).

Paid Vacations: 4 weeks after 10 (11) years and 5 weeks (new) after 25 years.

Welfare: Weekly Indemnity Plan - Effective May 19, 1974, benefits increase to 70% (60%) of wages, payable on a 1-4-26(1-4-15) basis.

Long Term Disability Plan - Effective May 19, 1974, benefits of 60% (same) of wages, payable from 27th (16th) week until age 65.

Dental Plan - Effective June 1, 1974, employer pays 100% (new) of the premiums for dental plan with deductibles of \$25 per individual and \$50 per family, and with 70% of remaining expenses paid up to a maximum of \$1,000 in any 12 - month period.

EDUCATION AND RELATED SERVICES

North York Borough Board of Education - Local 1353, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 25-month renewal agreement effective from Jan. 1, 1974 to Jan. 31, 1976, covering 750 employees, settled at the bargaining stage.

Wages:	Effective	Nov. 1/73	Jan. 1/74	Jan. 1/75
	General Increases	\$100	8.5%	10%

Annual Rates

Stock Clerk (Grade 1)	\$4,756-\$5,440 (\$4,656-\$5,340)	\$5,160-\$5,902	\$5,676-\$6,492
Senior Draftsman	\$10,394-\$11,977 (\$10,294-\$11,877)	\$11,277-\$12,995	\$12,405-\$14,295

Settlement Pay: Nov. 1, 1973 increase is for all hours worked including overtime for all employees on staff as of Apr. 30, 1974 and for employees who retired or died since Nov. 1, 1973.

Acting Pay: After 15 days in the higher position(new).

Paid Vacation: 4 weeks after 13(15) years' service, 5 weeks after 22(25) years. Employees hired after the date of this agreement will be credited with past service with another Board of Education in Metropolitan Toronto provided that there was no intervening period of employment(new).

Health and Welfare: Life Insurance - Effective June 1, 1974, employer pays 75%(66 2/3%) of cost of premiums.

Long Term Disability - Plan(new) provides 65% of earnings and the employer pays 75% of the premium costs. Plan will be implemented Jan. 1, 1975, if 50% of the eligible employees enrol.

Bulletin Boards: Union permitted to post approved notices on bulletin boards (new).

Notice to Bargain: Can be given 90(60) days in advance of termination of agreement.

Renfrew County Board of Education - Local 1247, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 205 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
Increases	10% for Cleaners and Custodians; 28¢ - 68¢ for Maintenance employees	10% for Cleaners and Custodians; 36¢ - 42¢ for Maintenance employees.	
Additional Adjustments	10¢ for Chief Custodians Levels 4 and 5		
Cleaner	\$2.61 - \$2.95 (\$2.39 - \$2.68)	\$2.87 - \$3.30	
Chief Custodian Level 5	\$3.96 - \$4.47 (\$3.51 - \$3.99)	\$4.43 - \$4.87	
Electrician	\$5.26 (\$4.81)	\$5.66	

Probationary period is 3(6) months. Wage progression scale is adjusted. Maximum rates for Cleaner reached after 2 6-month increases and for Chief Custodian Level 5 after 2 6-month increases and 1 12-month increase.

Shift Premiums: 15¢ (10¢) for night shift.
20¢ (new) for split shift.

Call-Back Pay: Minimum of 4 hours' pay at overtime rates if 24 hours' notice is given, plus 1 additional hour's pay if notice is not given (previously 2 hours' pay at overtime rates if advance notice is given before the end of regular shift and 3 hours' pay at overtime rates if notice is not given).

Paid Holidays: One floating day, to be taken between Nov. 1 and Apr. 30, is added for a total of 11 (10).

Paid Vacations: 5 weeks after 22 (25) years.
10% vacation pay after 22(25) years for part-time employees.

Sick Leave: 24(20) days per year, with maximum accumulation of 240(200) days. Employee receives cash payment for sick leave credits to supplement Workmen's Compensation payments (previously up to a maximum of 66 credits per accident).

Welfare: Life Insurance - \$20,000 for full-time employees and \$10,000 for part-time employees (previously benefits of an amount equal to annual salary).
Life Insurance, Major Medical Plan, Semi-Private Hospitalization - Employer pays 66 2/3% (50%) of the premiums.
OHIP - Employer pays 66 2/3% (58%) of the premiums for OHIP.

Mileage Allowance: \$1.00 per day for employees required to use their own cars, plus 15¢ per mile for the first 8,000 miles per year and 10¢ per mile thereafter (previously 15¢ per mile for the first 5,000 miles per year, 8¢ per mile for 5,001 to 10,000 miles per year and 6¢ per mile thereafter).

Toronto City Board of Education (Public School Secretaries) at Toronto - Local 1316, Canadian Union of Public Employees (CLC):
A 27 - month renewal agreement effective from Nov. 1, 1973 to Jan. 31, 1976, covering 250 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages: Retroactive pay applies to all employees on payroll on date of ratification, pro-rated for employees who retired or transferred to other Metropolitan School Boards and payable to the estate of any employee who died.

Effective	<u>Nov. 1/73</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases	\$85 per year	8.5%	10%
Clerical Assistant	\$5,117-\$6,083 (\$5,032-\$5,998)	\$5,552-\$6,600	\$6,107-\$7,260
Secretary	\$5,883-\$7,041 (\$5,798-\$6,956)	\$6,383-\$7,639	\$7,021-\$8,403

Probationary period is 6 months. Maximum rates reached after 4 12-month increases.

Paid Vacations: 4 weeks after 13 (15) years and 5 weeks after 22 (25) years.

Toronto Board of Education - Local 1325, Canadian Union of Public Employees (CLC) (administration staff): A 27-month renewal agreement effective from Nov. 1, 1973 to Jan. 31, 1976, covering 500 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Nov. 1/73</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	\$100/year	8½%	10%
	Clerk 1	\$4,756-\$5,440 (\$4,656-\$5,340)	\$5,160-\$5,902	\$5,676-\$6,492
	Draftsman 1A	\$11,573-\$14,046 (\$11,473-\$13,946)	\$12,557-\$15,240	\$13,813-\$16,764
	Systems Analyst-Sr.	\$14,744-\$20,704 (\$14,644-\$20,604)	\$15,997-\$22,464	\$17,597-\$24,710
Retro-activity:	To Nov. 1, 1973 for current employees, persons who retired, died or transferred to other Metro Toronto School Boards; to Jan. 1, 1974 for persons who voluntarily resigned after Jan. 1, 1974.			
Paid Holidays:	An additional unspecified day will replace Remembrance Day for a total of 11.			
Paid Vacation:	4 weeks after 13(15) years of service and 5 weeks after 22(25) years.			
Health and Welfare:	<u>Group Insurance</u> - Effective June 1, 1974, the Board will pay 75%(66 2/3%) of the premium cost.			
Travel Allowance:	17¢(15¢) per mile.			
Safety Boots:	Warehouse employees, clerks of works and draftsman inspector will receive \$20 per year towards purchase of safety boots (formerly only warehouse employees received a \$17 allowance).			

HEALTH AND WELFARE SERVICES

Owen Sound General and Marine Hospital-Local 48, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 210 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages: Retroactive pay of 44¢ per hour for the period from Jan. 1, 1974 to Apr. 30, 1974 and 66¢ per hour for the period from May 1, 1974 to May 18, 1974 for all employees on the payroll as of May 23, 1974.

<u>Effective</u>	<u>May 19/74</u>	<u>Jan. 1/75</u>
General Increases	66¢	34¢
Cleaning Helper	\$2.88 - \$3.03 (\$2.22 - \$2.37)	\$3.22 - \$3.37
Registered Nursing Assistant	\$3.51 - \$3.75 (\$2.85 - \$3.09)	\$3.85 - \$4.09
3rd Class Stationary Engineer	\$4.29 - \$4.47 (\$3.63 - \$3.81)	\$4.63 - \$4.81
<u>Effective</u>	<u>July 1/75</u>	<u>Sept. 1/75</u>
General Increases	30¢	20¢
Cleaning Helper	\$3.52 - \$3.67	\$3.72 - \$3.87
Registered Nursing Assistant	\$4.15 - \$4.39	\$4.35 - \$4.59
3rd Class Stationary Engineer	\$4.93 - \$5.11	\$5.13 - \$5.31

Probationary period is 520 worked hours. Maximum rates reached after 2 3-month increases and 1-12 month increase for Registered Nursing Assistants, after 2 3-month ~~increases~~ and 1 6-month increase for cooks and after 2 3-month increases for all other employees.

Standby Premium: Effective May 19, 1974, employee receives standby premium of \$3.50 if called in on standby (previously standby premium was removed if called in).

Part-time Employees: Employer pays 60% (new) of the cost of OHIP, sick leave and statutory holidays to part-time employees working regularly in excess of 24 hours per week.

St. Thomas-Elgin General Hospital at St. Thomas-Local 220, Service Employees (AFL-CIO/CLC): A 20-month renewal agreement effective from May 1, 1974 to Dec. 31, 1975, covering 287 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>May 1/74</u>	<u>Jan. 1/75</u>
	Increases	52¢ - 66¢	34¢
	Additional Adjustments	-	2¢ - 5¢ for some class- ifications
Maid		\$3.04 - \$3.14 (\$2.43 - \$2.53)	\$3.40 - \$3.50
Janitor		\$3.52 - \$3.62 (\$2.90 - \$3.00)	\$3.90 - \$4.00
Registered Nursing Assistant		\$3.76 - \$3.91 (\$3.20 - \$3.35)	\$4.10 - \$4.25
Electrician		\$5.05 - \$5.20 (\$4.53 - \$4.68)	\$5.39 - \$5.54
<u>Effective</u>		<u>July 1/75</u>	<u>Sept. 1/75</u>
General Increases		30¢	20¢
Maid		\$3.70 - \$3.80	\$3.90 - \$4.00
Janitor		\$4.20 - \$4.30	\$4.40 - \$4.50
Registered Nursing Assistant		\$4.40 - \$4.55	\$4.60 - \$4.75
Electrician		\$5.69 - \$5.84	\$5.89 - \$6.04

Probationary period is 60 calendar days. Maximum rates for Maid and Janitor reached after 2 6-month increases of 5¢ each. Maximum rates for Registered Nursing Assistant reached after 3 6-month increases of 5¢ each and for Electrician after 1 6-month increase of 15¢.

Paid Holidays: Second Monday of February is added for a total of 10(9). Effective Jan. 1, 1975, Boxing Day is added for a total of 11.

Paid Vacations: 4 weeks after 14(15) years and 5 weeks (new) after 25 years.

Bereavement Leave: Sister-in-law and brother-in-law included in up to 3 days' paid leave to attend funeral.

Welfare: Extended Health Care Plan - Effective Aug. 1, 1974, employer pays 50% (new) of the premiums for Blue Cross Extended Health Care Plan with deductibles of \$10 for single employees and \$20 for married employees.

OHIP - Effective Jan. 1, 1975, employer pays 100% (90%) of the premiums for OHIP.

St. Vincent Hospital at Ottawa - Local 796, International Union of Operating Engineers (AFL-CIO/CLC) (non-medical employees): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 540 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
	General Increases	12%	2%
	<u>Weekly Rates</u>		
	Maid	\$99.37-\$113.43 (\$88.72-\$101.28)	\$101.36-\$115.70
	Orderly with training and R.N.A.	\$127.11-\$148.98 (\$113.49-\$133.02)	\$129.65-\$151.96
	Electrician	\$228.74 (\$204.24)	\$233.31

Paid Vacation: $1\frac{1}{4}(1)$ days per month during first year of service, 3 weeks after 1(4) year's service, 4 weeks after 10(12) years and 5 weeks (new) after 25 years.

Health and Welfare: Life and Health Insurance - employer pays 85%(75%) of the premium cost.

Sick Leave - accumulates at the rate of $1\frac{1}{2}(1\frac{1}{4})$ days per month.

Payment of unused sick leave at termination of employment - after 2 years' service 50% of accumulated sick leave to a maximum of 100 days. (Formerly after 4 years' service 50% of accumulated sick leave, maximum ranged between $33\frac{3}{4}$ days and 100 days).

Punch Clocks: Effective June 1974, employee no longer required to punch time clocks at meal hours. Effective by November 1974, employee no longer required to punch time clocks.

Toronto General Hospital and twelve other hospitals in Toronto - Canadian Union of Public Employees (CLC): Thirteen 20-month renewal agreements effective from May 1, 1974 to Dec. 31, 1975, covering 5,000 employees, settled at the mediation stage.

Wages:	Effective	<u>May 1/74</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>	<u>Sept. 1/75</u>
	General Increases	22¢	34¢	30¢	20¢

University Hospital at London - Local 220, Service Employees (AFL-CIO/CLC):
 A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 400 employees, settled at the arbitration stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>May 1/74</u>
	Increases	34¢ - 55¢	22¢
	Housekeeping Aide	\$2.84 - \$2.94 (\$2.50 - \$2.60)	\$3.06 - \$3.16
	Registered Nursing Assistant	\$3.54 - \$3.64 (\$3.10 - \$3.20)	\$3.76 - \$3.86
	Electrician	\$4.80 - \$5.20 (\$4.25 - \$4.65)	\$5.02 - \$5.42
	Effective	<u>Jan. 1/75</u>	<u>July 1/75</u>
	General Increases	34¢	30¢
	Additional Adjustments	4¢ for skilled trades	-
	Housekeeping Aide	\$3.40-\$3.50	\$3.70-\$3.80
	Registered Nursing Assistant	\$4.10-\$4.20	\$4.40-\$4.50
	Electrician	\$5.40-\$5.80	\$5.70-\$6.10

Probationary period is 3 consecutive months. Maximum rates reached after 2 years.

Shift Premiums: Effective May 6, 1974, 0 - \$1.10 -\$1.10 (\$0 - \$1.00 - \$1.00).

Standby Pay: Effective May 6, 1974, \$4.00 (new).

Paid Holidays: Effective in 1975, 3rd Monday in February is added for a total of 11(10).

Paid Vacations: 3 weeks after 5(6) years. Effective in 1975, 3 weeks after 4 years and 5 weeks (new) after 25 years.

Welfare: Life Insurance - Effective July 1, 1974, employer pays 100% (75%) of HOOGLIP premiums for the first \$2,000 coverage, and 75% (as previously) of the balance.

Extended Health Care Plan - Effective July 1, 1974, employer pays 66-2/3% (new) of the premiums for plan with deductibles of \$10 for single employees and \$20 for married employees.

Long Term Disability Plan - Effective July 1, 1974, employer pays 90% (75%) of the premiums for plan. Effective Jan. 1, 1975, employer pays 100%.

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Toronto General Hospital

	<u>Jan. 1/74</u>	<u>May 1/74</u>	<u>Jan. 1/75</u>
Housekeeping Aide	\$2.53-\$2.72 (\$2.31-\$2.50)	\$2.96-\$3.15	\$3.30-\$3.49
Hospital Assistant (2nd grade)	\$3.37 (\$2.94)	\$3.59	\$3.93
Licensed Electrician	\$4.42-\$4.60 (\$4.20-\$4.38)	\$4.85-\$5.03	\$5.19-\$5.37
	<u>July 1/75</u>	<u>Sept. 1/75</u>	
Housekeeping Aide	\$3.60-\$3.79	\$3.80-\$3.99	
Hospital Assistant (2nd grade)	\$4.23	\$4.43	
Licensed Electrician	\$5.49-\$5.67	\$5.69-\$5.87	

Retroactivity:

Each hospital chose a bench mark job, Cleaner, Porter or Maintenance Worker 2. Whatever increase was necessary to bring the bench mark rate to \$3.44 was applied to all classifications in the bargaining unit. The increases were retroactive to the end of the last contract. The increases ranged from 27¢ to 53¢.

Joint Bargaining:

The hospitals and union locals agreed to bargain jointly when the agreements are open for re-negotiation.

Job Security:

The employer will not contract out any work which will result in an employee in the bargaining unit being laid off or suffering a reduction in his regular hourly rate of pay (new).

Re-opening
Agreement:

Either party may open the agreement for negotiation at any time during the last three months.

Negotiations were between -

<u>Name of Hospital</u>	<u>C.U.P.E. Local</u>
Doctors Hospital	1474
Grace Hospital	929
Humber Memorial Hospital	1080
North York General Hospital	1692
Providence Villa Hospital	1590
Queen Elizabeth Hospital	1156
Queensway General Hospital	1106
Riverdale Hospital	79
St. John's Convalescent Hospital	790
St. Joseph's Hospital	1144
Scarborough Centenary Hospital	1320
Scarborough General Hospital	1487
Toronto General Hospital	2001

OHIP - Effective July 1, 1974, employer pays 90% (80%) of the premiums for OHIP. Effective Jan. 1, 1975, employer pays 100% of the premiums in effect on that date.

Victoria Hospital at London - Local 220, Service Employees' International Union (AFL-CIO/CLC) (non-medical employees): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 620 employees, settled at the arbitration stage.

Wages:	Effective	Jan. 1/74	May 1/74	Jan. 1/75	July 1/75	Sept. 1/75
Increases						
	Group 1-9	38¢ - 54¢	22¢	34¢	30¢	20¢
	Groups 10&11	64¢	22¢	44¢	20¢	10¢
	Housekeeping Aide	\$2.85 (\$2.47)	\$3.07	\$3.41	\$3.71	\$3.91
	Electrician	\$5.44 (\$4.80)	\$5.66	\$6.10	\$6.30	\$6.40

Paid Holidays: 3rd Monday in February added for a total of 11.

Health and Welfare: Extended Health Care - Effective Oct. 1, 1974, employer will pay 66 2/3% of Blue Cross Extended Health Care Plan - deductible \$10/\$20 (new).

Regional Municipality of Niagara (Homes for Senior Citizens), St. Catharines and other centres - Local 1263, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Mar. 1, 1973 to Feb. 28, 1975, covering 500 employees, settled at the arbitration stage.

Wages:	Effective	Mar. 1/73	Mar. 1/74
	General Increases	30¢	30¢
	Housekeeping, Kitchen and Laundry Aides	\$2.52-\$2.66 (\$2.22-\$2.36)	\$2.82-\$2.96
	Stationary Engineer	\$3.82-\$4.05 (\$3.52-\$3.75)	\$4.12-\$4.35

Maximum rate after 6 months (1 year).

Retroactivity: Lump sum payment of 30¢ per hour for hours worked from Mar. 1, 1973 to Feb. 28, 1974.

Shift To be posted 4(2) weeks in advance.
Scheduling:

Shift Premiums: 0-10¢-10¢ per hour (0-60¢-60¢ per shift).

Paid Vacation: Effective in 1973, 4 weeks after 14 (15) years and 5 weeks after 24(25) years.

Effective in 1974, 3 weeks after 4(5) years, 4 weeks after 13 years and 5 weeks after 23 years.

Part time employees - 3 weeks after 6(8) years.

Health and Welfare: Sick Leave - $1\frac{1}{2}$ days per month cumulative to maximum of 228 (210) days in 1973 and 250 days in 1974.

Life Insurance and A.D. & D. - Effective May 7, 1974 \$1,000 (\$500) coverage for part time employees. Employer pays 66 2/3% of premiums (no change).

Rest Periods: Day Shift - Two 10-minute breaks (no change).
Afternoon and Midnight Shifts - One 20-minute (15 minute) break.

Thunder Bay City Corporation (Grandview Lodge and Dawson Court, Homes for the Aged) - Local 268, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 318 employees settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	Jan. 1/74	July 1/74	Oct. 1/74
	General Increases	\$28 per month	\$28 per month	\$28 per month
	Maid	\$418 - \$448 (\$390 - \$420)	\$446 - \$476	\$474 - \$504
	Cleaner	\$508 - \$538 (\$480 - \$510)	\$536 - \$566	\$564 - \$594
	Registered Nursing Assistant	\$543 - \$583 (\$515 - \$555)	\$571 - \$611	\$599 - \$639
	Engineer Handyman	\$728 - \$818 (\$700 - \$790)	\$756 - \$846	\$784 - \$874

<u>Effective</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>
General Increases	\$28 per month	\$28 per month
Maid	\$502 - \$532	\$530 - \$560
Cleaner	\$592 - \$622	\$620 - \$650
Registered Nursing Assistant	\$627 - \$667	\$655 - \$695
Engineer Handyman	\$812 - \$902	\$840 - \$930

Probationary period is 3 months. Maximum rates for all classifications reached after 2 6-month increases and 1 12-month increase.

Shift Premiums: 0 - \$1.20 - \$1.20 (0 - \$1.00 - \$1.00).

Paid Holidays: Employee's birthday is added for a total of 11(10).

Paid Vacations: 3 weeks after 5(6) years and 4 weeks after 15(16) years.

Sick Leave: Employee with 5 years' continuous service receives cash payment for 50% of unused credits upon termination, retirement or payable to the estate upon death (new).

PERSONAL SERVICES

Toronto Dominion Centre Heritage Restaurants (Division of Versafood Services Limited) at Toronto - Locals 254, 280 and 299, Hotel Employees (AFL-CIO/CLC): A 24 - month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 207 employees, settled at the conciliation officer stage. (Previous agreement expired Mar. 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>
	Increases	11%	11%
	Additional Adjustments	11¢ for Dishwashers	
	Dishwasher	\$2.55 (\$2.19)	\$2.83
	Bartender - Service	\$3.62 (\$3.26)	\$4.02

Paid Vacations: 3 weeks after 7 (8) years and 4 weeks after 18 (20) years.

Bereavement Leave: Sister-in-law and brother-in-law included in up to 3 days' paid leave to attend funeral.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (financial administration group): A 27-month renewal agreement effective from Sept. 24, 1973 to Dec. 28, 1975, covering 930 employees, settled at the arbitration stage.

Wages:	Effective	<u>Sept. 24/73</u>	<u>Sept. 30/74</u>
	General Increases	9%	9%
	<u>Annual Rates</u>		
	Financial Administrator		
	Level 1	\$10,651-\$12,107 (\$9,772-\$11,107)	\$11,610-\$13,197
	Level 3	\$13,470-\$15,307 (\$12,358-\$14,043)	\$14,682-\$16,685
	Level 5	\$19,101-\$21,704 (\$17,524-\$19,912)	\$20,820-\$23,657

Paid Vacation: Effective in 1974, 5 weeks after 29(30) years' service.
Effective in 1975, 5 weeks after 28 years.

LOCAL ADMINISTRATION

Etobicoke Borough Corporation (Fire Department) - Local 1137, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 345 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
	General Increases	10.16%	5%
	3rd Class Fire Fighter	\$10,355 (\$ 9,400)	\$10,875
	1st Class Fire Fighter	\$13,330 (\$12,100)	\$14,010
	Captain	\$15,330 (\$13,915)	\$16,110

Education Allowance: \$10 per week expenses for attending recognized courses.

North York Borough Corporation - Local 752, International Association of Fire Fighters (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 505 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>	<u>Dec. 31/74</u>
	General Increases	10%	5%	re-opener for 1975 wages
	Firefighter 4th Class	\$9,998 (\$9,075)	\$10,508	
	Firefighter 1st Class	\$13,330 (\$12,100)	\$14,010	
	Platoon Chief	\$19,995 (\$18,150)	\$21,015	
Paid Holidays:		11, including Remembrance Day, which previously was observed only when it fell on a day Monday through Friday.		
Paid Vacation:		4 weeks after 13(15) years' service, 5 weeks after 22(25) years.		
Health and Welfare:		<u>Hospital Medical Coverage</u> - The employer agrees to share on a 50-50 basis the cost of premiums for hospital, surgical and medical benefits, for former employees who retired on pension since Jan. 1, 1974.		
Pensions:		An Ad Hoc Committee to meet with the Association to discuss pension improvement and widow's pension.		

North York Borough Corporation - Local 94, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 675 employees, settled at the mediation stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	13%	9%
	Labourer	\$4.64 (\$4.10)	\$5.06
	Auto Mechanic	\$5.62 (\$4.97)	\$6.13
Cost of Living Allowance:	In 1975 if the Statistics Canada Consumer Price Index increases from the index as at Dec. 31, 1974 by more than 21 points, 1¢ per hour for each 0.5 increase over the 21 points (new).		
Shift Premiums:	Effective on ratification, 0-22¢-22¢ (0-20¢-20¢).		

Paid Holidays: Lieu day is substituted for "Picnic Day". A total of 11 paid holidays (unchanged).

Paid Vacation: 4 weeks after 13 (15) years and 5 weeks after 22 (25) years.

Health and Welfare: Long Term Disability Plan (new) - Employer will pay 100% of cost. Benefits of 65% of basic salary to a maximum of \$1,000 per month payable to age 65 or prior recovery.

Citizenship Court: 1 day's paid leave of absence.

North York Borough Corporation - Local 373, Canadian Union of Public Employees (CLC) (inside employees and dental hygienists): Two 24-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1975, covering 417 inside employees and 54 dental hygienists and dental assistants, settled at the bargaining stage. (Previous agreements expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases		13%	9%
Additional Adjustments		Effective May 20, 1974, some positions are reclassified.	
Wage Code 2 (includes Clerk Typist Grade 1)	\$134.38-\$153.19 (\$118.92-\$135.57)	\$146.47-\$166.98	
Wage Code 16 (includes Technical Assistant Grade 4)	\$261.38-\$296.67 (\$231.31-\$262.54)	\$284.90-323.37	
Dental Assistant	\$ 3.83-\$ 4.42 (\$ 3.39-\$ 3.91)	\$ 4.17- \$ 4.82	
Dental Hygienist	\$187.07-\$214.36 (\$165.55-\$189.70)	\$203.91-\$233.65	

Probationary period is 6 months for Dental Hygienists and 3 months for all other employees. Maximum rates reached after 3 12-month increases.

Shift Premium: Effective May 20, 1974, 22¢ (20¢) per hour.

Paid Vacations: 4 weeks after 13(15) years and 5 weeks after 22(25) years.

Citizenship Leave: One day's paid leave (new) granted to attend Citizenship Court on one occasion only.

Welfare: Long Term Disability Plan - Employer pays 100% (previously 2¢ per hour) of the premiums for plan.

Mileage Allowance: Effective May 1, 1974, 15¢ per mile for employees required to use their own cars (previously 14¢ per mile for the 1st 2,500 miles, 13¢ per mile for the 2nd 2,500 miles and 12¢ per mile over 5,000 miles).

Oshawa City Corporation - Local 250, Canadian Union of Public Employees (CLC) (outside employees): A 36-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1977, covering 235 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Mar. 31, 1974).

Wages:	Effective	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>	<u>Apr. 1/76</u>
General Increases		9%	6%	5%
Labourer		\$4.68-\$4.83 (\$4.30-\$4.43)	\$4.96-\$5.12	\$5.21-\$5.38
Grade 1 Mechanic		\$5.60-\$5.90 (\$5.14-\$5.41)	\$5.94-\$6.25	\$6.24-\$6.57

Maximum rates reached upon completion of probationary period of 6 months.

Cost-of-Living Allowance: Effective Jan. 1, 1975, 1¢ per hour (new) per 0.5 change in the Consumer Price Index (1961 = 100) above the Dec. 1974 Index published in January 1975, to be adjusted quarterly. Payments commence in April, 1975.

Lead Hand Premium: 20¢ (15¢) per hour.

Shift Premium: 25¢ (20¢) per hour for all 8 hour shifts commencing between 1.00 p.m. and 7.00 a.m. (8 a.m.).

Standby Pay: \$22.75 (\$21.00) per week for Dog Control employees.

Call-out Pay: 1 hour at overtime rates (straight time rates) for Dog Control employees.

Paid Holidays: Full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 13(12).

Paid Vacations: 5 weeks after 22 (25) years.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC) (inside employees): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 240 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
Increases		\$600 per year for Step 3	\$200 per year for Step 3

Rates for Steps 1, 2, 4 and 5 are calculated at 90%, 95%, 105% and 110% of Step 3, respectively.

	<u>Jan. 1/74</u>	<u>July 1/74</u>
Group 2 (includes Clerk 2)	\$5,246 - \$6,194 (\$4,706 - \$5,534)	\$5,426 - \$6,414
Group 9 (includes Draftsman 5)	\$9,825 - \$11,469 (\$9,285 - \$10,809)	\$10,005 - \$11,689
Effective		<u>Jan. 1/75</u>
Increases		9-3/4% for Step 3
		Rates for Steps 1, 2, 4 and 5 are calculated at 90%, 95%, 105% and 110% of Step 3 , respectively.
Group 2 (includes Clerk 2)		\$5,948 - \$7,052
Group 9 (includes Draftsman 5)		\$10,957 - \$12,853
Probationary period is 3 months for Groups 1 to 3 and 6 months for Groups 4 to 11. Maximum rates at Step 5 reached after 4 12-month increases.		
Cost-of-Living Allowance:	Effective in 1975, 1¢ per hour (new) per 0.5 change in the Consumer Price Index after the Index rises an average of 7% above the Index average for 1974, to be reviewed monthly and folded into the wage rates up to a maximum of 15¢ per hour.	
Shift Premiums:	0 - \$1.35 - \$1.35 (0 - \$1.15 - \$1.15).	
Paid Holidays:	Half day before Christmas Day and half day before New Year's Day are added for a total of 12(11).	
Paid Vacations:	Effective Jan. 1, 1974, 4 weeks after 12(15) years and 5 weeks after 21(25) years. Effective Jan. 1, 1975, 4 weeks after 11 years and 5 weeks after 20 years.	
Welfare:	Dental Plan - Effective July 1, 1974, employer pays 100% (new) of the premiums for Blue Cross No. 7 dental plan.	

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC) (outside employees): A 24- month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 350 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

	<u>Effective</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
Wages:	General Increases	9.9%	9.9%
	Labourer	\$3.99 (\$3.63)	\$4.39
	Mechanic 1 (Heavy Duty Equipment)	\$5.77 (\$5.25)	\$6.34
Cost-of-Living Allowance:	Effective in 1975, 1¢ per hour (new) per 0.5 change in the Consumer Price Index after the Index rises an average of 7% above the Index average for 1974, to be reviewed monthly and folded into the wage rates up to a maximum of 15¢ per hour.		
Shift Premiums:	0 - 22¢ - 22¢ (0 - 18¢ - 18¢).		
Overtime Pay:	Double time for work performed in the 12(8) hour period immediately preceding regular scheduled working hours.		
Pay for Work on a Paid Holiday:	Double time (time and one-half) in addition to regular holiday pay.		
Paid Holidays:	Half day before Christmas Day and half day before New Year's Day are added for a total of 12 (11).		
Paid Vacations:	Effective Jan. 1, 1974, 4 weeks after 14 (15) years and 5 weeks after 23 (25) years. Effective Jan. 1, 1975, 4 weeks after 12 years and 5 weeks after 21 years.		
Welfare:	<u>Dental Plan</u> - Effective July 1, 1974, employer pays 100% (new) of the premiums for Blue Cross No. 7 dental plan.		

Toronto City - Local 113, International Association of Fire Fighters (AFL-CIO/CLC):
 A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 1,325 employees, settled at the bargaining stage.

	<u>Effective</u>	<u>Jan. 1/74</u>	<u>July 5/74</u>
Wages:	General Increases	10%	5%
<u>Annual Rates-</u>			
	Fire Fighter 3rd Class	\$10,676 (\$9,699)	\$11,225
	Fire Fighter 1st Class	\$13,330 (\$12,124)	\$14,010
	Fire Platoon Chief	\$20,674 (\$18,792)	\$21,726

Paid Vacation: 3 weeks after 5(6) years' service, 4 weeks after 15(16) years.

Health and Welfare: Life Insurance - Effective July 1, 1974, maximum coverage \$30,000(\$21,000), employer pays 100%(50%) of the premium costs.

Eye Glasses - Effective June 1, 1974, employer pays 100% of premium cost of eye glass coverage (formerly 100% paid by employee).

Toronto City and Toronto Metro, Local 79, Canadian Union of Public Employees (CLC): (inside employees): Two 24-month renewal agreements, effective from Jan. 1, 1974 to Dec. 31, 1975, covering 3,425 Metro and 2,000 City employees, settled at the mediation stage.

Wages:	Effective	Jan. 1/74	May/74	Jan. 1/75
	General Increases	9%	3% (on Dec. 31/ 73 rates)	9% (on Dec. 31/ 74 rates)
	Clerk Grade 5	\$5,736-\$6,810 (\$5,262-\$6,248)	\$5,894-\$6,997	\$6,424-\$7,627
	Building Construction Inspector- Property	\$15,226-\$17,388 (\$13,969-\$15,952)	\$15,645-\$17,867	\$17,053-\$19,4

Shift Premium: 20¢(no change) for hours worked between 7 p.m. and 6 a.m. (6 p.m. and 8 a.m.).

Standby Pay: \$4(\$3) on a scheduled work day and \$9(\$7.50) on a non-scheduled work day.

Health and Welfare: Long Term Disability - Employer pays 100% of premium (previously employer paid up to 70¢ per week).

Windsor City Board of Commissioners of Police - Windsor Police Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 344 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>
	General Increases	12%
Policewoman		\$10,171
Third Class		(\$ 9,081)
Third Class		\$11,991
Constable		(\$10,706)
First Class		\$13,824
Constable		(\$12,343)
Inspector		\$19,886
		(\$17,755)
Paid Vacations:	3 weeks after 4 (5) years, 4 weeks after 13 (15) years and 5 weeks after 22(25) years.	
Court Time Pay:	Civil courts included in court time pay of an additional 3 hours at regular rate for a member required to appear in afternoon court after completing regular shift at or after 2.00 a.m., provided he also attended morning court on that same day (previously applied only to Provincial courts).	
Special Investigation Division Allowance:	\$500 (\$400) per year for members up to and including the rank of Patrol Sergeant.	
Central Records Allowance:	\$400 (\$300) per year for members holding a certificate for finger printing and for photographers.	
Meal Allowance:	\$3.00 (\$2.50) per meal after 11 hours of continuous duty and after each 3 hours thereafter.	
Plainclothes Allowance:	\$400 (\$300) per year.	
Welfare:	<u>Life Insurance and A.D.&D.</u> - Effective as soon as possible, benefits increase to \$40,000 (\$30,000). <u>Life Insurance for Retirees</u> - Effective as soon as possible, benefits increase to \$6,000 (\$1,000). <u>Dental Plan</u> - Effective Dec. 1, 1974, employer pays 100% towards the premiums for dental plan (new).	

CONSTRUCTION

Toronto Form Work Association - Local 793, Operating Engineers (I.U.O.E.)
(AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1974 to May 1, 1976, covering 200 employees, settled at the bargaining stage. (Previous agreement expired May 1, 1974).

Wages:	Effective	<u>May 1/74</u>	<u>Nov. 1/74</u>
	General Increases	40¢	15¢
	Journeyman Crane Operator	\$7.65 (\$7.25)	\$7.80
	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	30¢	25¢
	Journeyman Crane Operator	\$8.10	\$8.35
Vacation Pay:	Effective May 1, 1974, vacation pay of 9%(8%). Effective May 1, 1975, vacation pay of 10%.		
Pension Plan:	Effective May 1, 1974, employer contributes 15¢ per hour (new). Effective Nov. 1, 1974, 30¢ per hour and effective Nov. 1, 1975, 40¢ per hour.		

Interior Systems Contractors Association of Ontario - Local 562, Lathers (AFL-CIO/CLC): A 36 - month renewal agreement effective from May 1, 1974 to Apr. 30, 1977, covering 1,400 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1974).

Wages:	Effective	<u>May 1/74</u>	<u>Nov. 1/74</u>	<u>May 1/75</u>
	General Increases	35¢	35¢	40¢
	Journeyman Lather	\$7.55 (\$7.20)	\$7.90	\$8.30
	Effective	<u>Nov. 1/75</u>		<u>May 1/76</u>
	General Increases	50¢		45¢
	Journeyman Lather	\$8.80		\$9.25
	Effective	<u>Nov. 1/76</u>		<u>Mar. 1/77</u>
	General Increases	50¢		25¢
	Journeyman Lather	\$9.75		\$10.00

Vacation Pay: Effective July 1, 1974, vacation pay of 9% (8%). Effective July 1, 1975, vacation pay of 10%.

Welfare: Employer contributes 50¢ (40¢) per hour (Includes: welfare 30¢ (same), dental plan 10¢ (new) and SUB 10¢ (same)).

Other Payments: Union Dues - 20¢ (15¢).
Industry Fund - 3¢ (new).

ADDENDUM This addendum consists of 3 settlements ratified in April 1974.

EDUCATION AND RELATED SERVICES

North York Borough Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (caretakers and matrons): A 25-month renewal agreement effective from Jan. 1, 1974 to Jan. 31, 1976, covering 850 employees, settled at the bargaining stage in April 1974. (Previous agreement expired Dec. 31, 1973.)

Wages:	Effective	Nov. 1/73	Jan. 1/74	Jan. 1/75
	Matron	\$3.24 (\$3.19)	\$3.52	\$3.87
	Head Caretaker Secondary School "A" (1,600 students and over)	\$5.33 (\$5.28)	\$5.78	\$6.36

Shift Premiums: Effective Nov. 1, 1973, 0-22¢-22¢(0-19¢-20¢).

Other Provisions: Wage increases, settlement pay and other contract changes are similar to North York Borough Board of Education and Local 1353, CUPE (office, clerical and technical employees) reported on page 24.

HEALTH AND WELFARE SERVICES

Toronto Western Hospital at Toronto - Canadian Union of General Employees (CNTU): A 24-month renewal agreement effective from July 6, 1972 to July 5, 1974, covering 600 employees, settled at the arbitration stage in April 1974.

Wages:	Effective	July 6/72	July 6/73	Jan. 1/74
	General Increases	\$55/mo.	\$40/mo.	\$30/mo.

The above increases include \$40 per month effective July 6, 1972 and \$45 per month effective Oct. 1, 1973, awarded during 25-month period of negotiations.

Cleaner	\$460 (\$405)	\$500	\$530
Electrician	\$785 (\$730)	\$825	\$855

Shift Premiums: 0-15¢-15¢ (new).

Lead Hand \$20 per month (new).
Premium:

Cabinet Maker \$15 per month for carpenter required to work as a cabinet
Premium: maker.

Paid Vacation: 3 weeks after 5(7) years' service and 4 weeks after 15(16)
years.

Health and Sick Leave - After probationary period of 6 months, sick
Welfare: leave credits accumulate at the rate of 1½(1) days per
month to maximum of 120(90) days.

Life Insurance - Hospital will pay 90%(66 2/3%) of premiums.

OHIP - Hospital will pay 90%(66 2/3%) of premiums.

Wash-up Time: 5 minutes wash-up time before the lunch period and before
quitting time(new).

CONSTRUCTION

Ontario Acoustical Association - Local 1891, Painters (AFL-CIO/CLC)

Commercial Agreement): a 12 - month renewal agreement
effective from May 1, 1974 to Apr. 30, 1975, covering
250 employees, settled at the bargaining stage, and
ratified in April. (Previous agreement expired Apr. 30, 1974).

Wages:	Effective	May 1/74	Nov. 1/74
General Increases		40¢	50¢
Journeyman Painter		\$7.90 (\$7.50)	\$8.40

AMENDMENT

To April 1974 issue, page 14.

MACHINERY

International Harvester Company of Canada Limited at Hamilton - Local 4592,
Steelworkers (AFL-CIO/CLC) (office employees)

Wages:	Effective	<u>Apr. 22/74</u>
	General Increases	7.18%
	Cost-of-Living Fold-In	\$26.80 per week cost-of-living was folded into wage rates
	Grade 1 (includes Routine Clerk)	\$131.99 - \$146.91 (\$ 98.14 - \$112.06)
	Grade 15 (includes Product Designer 1)	\$269.48 - \$314.34 (\$226.42 - \$268.28)
	Effective	<u>Apr. 21/75</u>
	General Increases	3% 3%
	Grade 1 (includes Routine Clerk)	\$135.95 - \$151.32 \$140.03 - \$155.86
	Grade 15 (includes Product Designer 1)	\$277.56 - \$323.77 \$285.89 - \$333.48

Probationary period is 3 months. Maximum rates reached after 4 automatic increases after 6, 12, 24 and 36 months.

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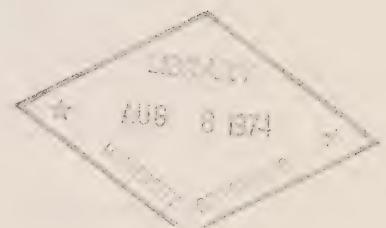
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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING JUNE 1974



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 33 collectively bargained settlements in Ontario's industries in June 1974. It also includes an addendum of 2 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

July 26, 1974

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FOOD AND BEVERAGE

Humpty Dumpty Foods Limited at Toronto - Local 461, Retail, Wholesale Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from June 28, 1974 to June 24, 1976, covering 200 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 25, 1974).

Wages: Retroactive pay for all hours worked during the period from Apr. 25, 1974 to June 28, 1974 for all employees on payroll on date of ratification.

	<u>Effective</u>	<u>June 28/74</u>	<u>June 27/75</u>
Increases	50¢ - \$1.05 for hourly paid employees; \$23 per week for Tractor Trailer Drivers and Van Body Drivers		50¢ for hourly paid employees; \$21 per week for Tractor Trailer Drivers and Van Body Drivers
Additional Adjustments	Reclassification of some jobs		
Female General	\$3.00 (\$2.50)		\$3.50
Male General	\$3.40 (\$2.90)		\$3.90
Auto Mechanic 1st Class	\$5.00 (\$4.00)		\$5.50

Shift Premiums: 0 - 12¢ - 17¢ (0 - 10¢ - 15¢).

Hours of Work: 44 (45) hours per week for Tractor Trailer Drivers and Van Body Drivers.

Overtime Pay: Time and one-half after 44 (45) hours per week for Tractor Trailer Drivers and Van Body Drivers.

Reporting Pay: 4 hours' pay (new) at straight time.

Paid Vacations: 3 weeks after 6 (7) years and 4 weeks (new) after 18 years.

Clothing Allowance: Employer pays 60% (new) of the cost of one parka every two years if required plus 2 work shirts per year.

WOOD

Levesque Plywood Limited at Hearst - Local 2995, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1974 to May 31, 1976, covering 281 employees, settled at the bargaining stage. (Previous agreement expired May 31, 1974).

Wages:	Effective	<u>June 1/74</u>	<u>Jan. 1/75</u>
General Increases		65¢	15¢
Additional Adjustments		Reclassification of some jobs. 6¢ - 36¢ for some skilled trades	
General Labour		\$3.95 (\$3.30)	\$4.10
Electrician Class A		\$5.40 (\$4.39)	\$5.55
Effective		<u>June 1/75</u>	<u>Jan. 1/76</u>
General Increases		40¢	15¢
General Labour		\$4.50	\$4.65
Electrician Class A		\$5.95	\$6.10
Shift Premium :	8¢ per hour (new) for employees who rotate on 2 or 3 day shift or on continuous operations.		
Paid Holidays:	One floating day is added for a total of 11 (10).		
Paid Vacations:	3 weeks after 4 (8) years and 4 weeks (new) after 11 years.		
Bereavement Leave:	Up to 3 days' paid leave (new) granted to attend funeral upon death of parents, spouse, brother, sister, child, mother-in-law or father-in-law.		
Jury Duty Leave:	Employer makes up the difference between jury duty pay and regular pay (new).		
Welfare:	<u>Life Insurance and A.D.&D.</u> - \$10,000 (\$5,000).		
	<u>Weekly Indemnity Plan</u> - Employer pays 70% of the premiums for a new plan which provides benefits of 70% of weekly earnings up to a maximum of \$140 per week, payable on a 1-4-52 basis.		
	<u>OHIP, Drug Plan and Semi-Private Hospitalization</u> - Employer pays 100% of the premiums for these plans (previously paid \$10 per month for single employees and \$20 for married employees towards the premiums for OHIP and drug plan and 75% of the premiums for semi-private hospitalization).		

FURNITURE AND FIXTURE

Knechtel Furniture Limited at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 230 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1974).

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>	<u>Jan. 1/76</u>
General Increases		41¢ - 50¢ on maximum rates	23¢ - 28¢ on maximum rates	18¢ - 22¢ on maximum rates
Grade 1 (Includes Helper)		\$2.87 - \$3.21 (\$2.50 - \$2.80)	\$3.07 - \$3.44	\$3.23 - \$3.62
Grade 10 (Includes Maintenance Electrician)		\$3.73 - \$3.89 (\$3.25 - \$3.39)	\$3.99 - \$4.17	\$4.20 - \$4.39

Probationary period is 45 days. Maximum rates for Grades 1-5 reached after 2 three-month increases and 1 six-month increase, or on merit. Maximum rates for Grades 6-10 reached after 2 three-month increases, 1 six-month increase and 1 twelve-month increase, or on merit.

Shift Premiums: 0 - 10¢ - 15¢ (0 - 8¢ - 12¢).

Paid Holidays: Full day (previously half day) before New Year's Day granted and one floating day is added for a total of 11 (9½).

Vacation Pay: 7% (6%) after 15 years and 9% (8%) after 20 years.

Welfare: Life Insurance, weekly indemnity plan and major medical plan - Effective July 1, 1974, employer pays 85% (75%) of the premiums for these plans.

Life Insurance - \$5,000 (\$3,000).

Weekly Indemnity Plan - Effective Sept. 1, 1974, benefits increase to \$70 (\$45), payable on a 1-8-26(13) basis.

OHIP - Employer pays 100% (90%) of premiums.

Kroehler Manufacturing Co. Limited at Stratford - Local 199, Upholsterers

(AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1974 to June 27, 1977, covering 366 employees, settled at the bargaining stage. (Previous agreement expired June 27, 1974).

Wages:	Effective	<u>July 1/74</u>	<u>June 20/75</u>	<u>June 28/76</u>
Increases		30¢ for Piece Workers; 32¢ for Time Workers	32¢ for Piece Workers; 35¢ for Time Workers	Re-opener for wages

	July 1/74	June 20/75	June 28/76
Additional Adjustments	6¢ - 37¢ inequity adjustments		
Material Handler (Mill)	\$3.08 - \$3.22 (\$2.60 - \$2.74)	\$3.43 - \$3.57	-
Maintenance Mechanic	\$4.04 - \$4.29 (\$3.34 - \$3.70)	\$4.39 - \$4.64	-

Probationary period is 60 days. Maximum rates reached on merit, generally within 6 months.

Bereavement Leave: 2 (1) days' paid leave granted upon death of mother, father, spouse, child, sister, and brother (as previously) and parents of spouse (new), provided the employee would otherwise have worked on those days.

Sklar Furniture Ltd. at Whitby - Local 50, Upholsterers International Union of North America (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 1, 1974 to Feb. 29, 1976, covering 600 employees, settled after a work stoppage.

Wages:	Effective	<u>June 15/74</u>	<u>Mar. 1/75</u>
	General Increases	30¢	28¢
	General Service I	\$3.07 (\$2.77)	\$3.35
	Mtce. Tech. III	\$4.43 (\$4.13)	\$4.71

Retroactivity: 30¢ per hour for employees on payroll on date of ratification for hours worked since Mar. 1, 1974.

Cost of Living Allowance: Effective Mar. 1, 1974, 1¢ per hour for each 0.5 increase over 2% that the June 1, 1974 Consumer Price Index exceeds the previous Mar. 1 CPI, adjusted quarterly, to maximum 15¢ in each contract year(new).

Shift Premium: Effective June 15, 1974, 0-17¢(0-15¢).

Paid Holidays: Civic Holiday added for a total of 10.

Paid Vacation: Effective in 1974, 2 weeks at 5% after 4(5) years' service, 3 weeks after 9(10) years, and 4 weeks (new) after 18 years. In 1975, 3 weeks after 8 years.

Health and
Welfare:

Life Insurance - \$4,500(\$4,000).

A.D.& D. - \$4,500(\$4,000).

Weekly Indemnity Plan - Will be integrated with U.I.C. and provide benefits from 1st day of hospitalization (currently 66 2/3% of salary to maximum \$100 per week, payable from 1st day of accident or 8th day of illness to maximum of 15 weeks).

Extended Health Benefits - Deductibles reduced to \$15-\$25(\$25-\$50). Semi-private hospitalization will be added to benefits.

O.H.I.P. - Employer will pay 50% of premiums for new employees during first 3 months of employment.

Pension Plan:

Effective Jan. 1, 1975, basic benefits are increased to \$3(\$2) per month per year of service and effective Jan. 1, 1976, to \$3.50.

PAPER AND ALLIED

Nashua Canada Limited at Peterborough - Local 520, Printing Pressmen (AFL-CIO/CLC):
A 24-month renewal agreement effective from May 1, 1974 to Apr. 30, 1976, covering 247 employees, settled at the bargaining stage and ratified in April. (Previous agreement expired Apr. 30, 1974).

Wages:	Effective	<u>May 1/74</u>	<u>Nov. 1/74</u>
	General Increases	41¢	12¢
	Additional Adjustments	15¢ for Electricians	
	General Help	\$3.94 - \$4.00 (\$3.53 - \$3.59)	\$4.06 - \$4.12
	Electrician	\$4.76 - \$4.97 (\$4.20 - \$4.41)	\$4.88 - \$5.09
Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	41¢	12¢
	General Help	\$4.47 - \$4.53	\$4.59 - \$4.65
	Electrician	\$5.29 - \$5.50	\$5.41 - \$5.62

Probationary period is 60 days. Maximum rates for General Help reached after 1 six-month increase and for Electrician after 2 six-month increases.

Shift Premiums: 0 - 20¢ - 22¢ (0 - 18¢ - 20¢).

Paid Holidays: One floating day is added for a total of 11 (10).

Paid Vacations: 4 weeks after 13 (15) years and 6 weeks (new) after 30 years.

Welfare: Weekly Indemnity Plan - Employer pays 60% (55%) of the premiums for plan which provides benefits ranging from \$90-\$100 (\$80-\$90) per week depending on wages, payable on 1-4-13 basis.

Dental Plan - Effective May 1, 1974, employer pays 75% of the premiums for new dental plan - Blue Cross No. 7.

Clothing Allowance: Employer supplies 2 pair of work shirts and 2 pair of work pants per year for certain classifications if required (new).

PRIMARY METAL

Fittings Ltd. at Oshawa - Local 1817, United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1974 to Apr. 30, 1977, covering 700 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	May 1/74	Nov. 1/74	May 1/75
	General Increases	35¢	15¢	25¢
	Skilled Trades Adjustment	25¢		25¢
	Labourer	\$3.54 (\$3.19)	\$3.69	\$3.94
	Electrician "A"	\$4.45 (\$3.85)	\$4.60	\$5.10
Effective	Nov. 1/75	May 1/76	Nov. 1/76	
General Increases	20¢	30¢	20¢	
Labourer	\$4.14	\$4.44	\$4.64	
Electrician "A"	\$5.30	\$5.60	\$5.80	

Shift Premiums: 0-15¢-20¢(0-15¢-15¢).

Overtime: On Sunday, double time after 8 hours worked (time and one-half rate for all hours worked).

Paid Holidays: Effective in the first year of the agreement, a full day before New Year's (previously a half-day). In the third year Boxing Day is added for a total of 11 paid holidays.

Paid Vacation: Effective May 1, 1974, 3 weeks after 7(9) years' service. Effective May 1, 1976, 3 weeks after 6 years.

Health and Welfare: Life Insurance - Effective May 1, 1974, \$5,000(\$4,500). Effective May 1, 1976, \$5,500.

Weekly Indemnity - Effective May 1, 1974, \$75(\$65); May 1, 1975, \$80; May 1, 1976, \$85.

Drug Plan - Effective Aug. 1, 1974, 35¢ per prescription deductible (previously \$15-\$30).

Pension Plan: Effective May 1, 1975, employer will contribute an additional 6¢ per man-hour to improve plan.

Qualifying hours 1,700(2,000) per year for employee on lay-off, on Workmen's Compensation, on weekly indemnity, or absent due to union business other than for Local 1817.

Bereavement Leave: Definition of "immediate family" extended to include mother-in-law and father-in-law for up to 3 days' paid leave.

METAL FABRICATING

American Can of Canada Ltd. at Malton - Local 487, Sheet Metal Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from Mar. 15, 1974 to Mar. 14, 1977, covering 230 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Mar. 14, 1974).

Wages:	Effective	Mar. 15/74	Mar. 19/74	Apr. 15/74
	General Increases	28¢		
	Additional Adjustments		9½¢ for skilled tradesmen and craftsmen	
	Cost-of-Living Fold-in			45¢ cost-of-living was folded into wage rates, leaving a float of 7¢.

	<u>Mar. 15/74</u>	<u>Mar. 19/74</u>	<u>Apr. 15/74</u>
Job Group 4 (includes General Labour)	\$4.170 (\$3.890)		\$4.620
Job Group 23 (includes Diemaker)	\$5.855 (\$5.575)	\$5.950	\$6.400
Effective	<u>Mar. 15/75</u>	<u>Mar. 15/76</u>	
General Increases	16¢	17¢	
Job Group 4 (includes General Labour)	\$4.780	\$4.950	
Job Group 23 (includes Diemaker)	\$6.560	\$6.730	
Cost-of-Living Allowance:	Effective Mar. 15, 1974, cost-of-living allowance is increased to 52¢ (27¢), and effective Apr. 15, 1974, 45¢ is folded into wage rates leaving a float of 7¢.		
	Effective June 15, 1974, 1¢ per hour per 0.325 change in the Consumer Price Index (1961=100) above the Jan. 1974 Index to be adjusted quarterly and folded into the wage rates as of Apr. 15, 1975 and Apr. 15, 1976 (previously guaranteed allowance of 12½¢ folded into the wage rates in Sept. each year).		
Lead Hand Premium:	30¢ (25¢) per hour.		
Paid Vacations:	3 weeks after 5 (10) years, 4 weeks after 17 (25) years and 5 weeks (new) after 25 years.		
Bereavement Leave:	Step-mother, step-father, step-child, step-brother, step-sister, half-brother and half-sister included in up to 3 days' paid leave to attend funeral.		
Jury Duty Leave:	Employer pays regular straight time rate for normal hours of work for jury duty (same), Crown Witness duty (same) or for appearance before a governmental agency if employer has no detrimental interest (new).		

Welfare:

Weekly Indemnity Plan - Effective Apr. 1, 1974, benefits range from \$115-\$163 per week depending on job classification, payable, as previously, from the first day of accident and eighth day of illness for:

- a period equivalent to service for employees with less than 26 weeks' service
- a maximum of 52 weeks for employees with 26 weeks but less than 2 years' service
- a maximum of 104 weeks for employees with 2 years' service and over, reduced according to the amount payable under C.P.P.

(previously \$53-\$75 per week depending on classification for employees with less than 2 years' service and benefits of an amount equal to 28 times average hourly rate for employees with 2 years' service or more).

Effective Apr. 1, 1974, new tax allowance provision of \$13.45 per week for single employees and \$5.40 per week for married employees in addition to weekly indemnity payments.

Dental Plan - Effective Jan. 1975, employer pays 100% of the premiums for new dental plan which covers 100% of charge for preventive services, 85% for most other dental procedures and 50% for prosthetics up to a maximum of \$750 per individual per lifetime. Plan also covers 50% of charge for orthodontic, diagnostic and treatment procedures for children under 19 up to a maximum of \$500 per individual per lifetime. Employees with 1 year's service or more are eligible.

Pension Plan:

Effective Apr. 1, 1975, benefits range from \$11.00-\$15.00 per month per year of service depending on job classification (previously \$8.50 per month per year of service).

Ralph Milrod Metal Products Limited at Mississauga - Local 717, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 12, 1974 to Mar. 11, 1976, covering 306 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Mar. 11, 1974).

Wages:	Effective	Mar. 12/74	Mar. 12/75
	Increases	60¢ - \$1.07	40¢
	Press Operator	\$3.60 (\$3.00)	\$4.00
	Tool and Die Maker A	\$5.72 - \$6.02 (\$4.76 - \$4.96)	\$6.12 - \$6.42

Reclassification of some jobs. Maximum rate for Tool and Die Maker A is reached on merit.

Paid Holidays: One floating day during the Christmas period is added for a total of 11 (10).

Paid Vacations: 3 weeks after 5 (7) years.

Welfare: Life Insurance and A.D.&D. - Effective Mar. 1975, \$8,000 (\$6,000).

OHIP - Employer pays 100% (80%) of the premiums for OHIP.

Drug Plan - Effective July 1, 1974, employer pays 100% of the premiums for a new drug plan with deductible of 35¢ per prescription.

TRANSPORTATION EQUIPMENT

Houdaille Oshawa Ltd. at Oshawa - United Auto Workers (CLC): A 36-month renewal agreement effective from June 20, 1974 to June 19, 1977, covering 660 employees, settled at the bargaining stage.

	Effective	June 24/74	June 20/75	June 20/76
Wages:	General Increases	3%	3%	3%
	Parity Adjustment	10¢		
	COLA Fold-in	58¢		
	Mtce. Labourer	\$5.19 (\$4.37)	\$5.35	\$5.51
	Tool & Die Maker	\$6.82 (\$5.95)	\$7.02	\$7.23

Cost of Living Allowance: Effective June 20, 1974, 1¢ per hour adjustment for each 0.35(0.45) increase in the Consumer Price Index, adjusted quarterly.

Shift Premiums: Effective June 20, 1975, 0-4%-7%(0-3%-6%). Effective June 20, 1976, 0-5%-7%.

Paid Holidays: 1 added in 1974 and a second in 1975 for a total of 14(12).

Health and Welfare: Life Insurance and A. D. & D. - Effective June 24, 1974, \$10,000(\$9,000); June 20, 1975, \$10,500; and June 20, 1976, \$11,500.

Weekly Indemnity - Effective June 24, 1974 \$125(\$100); June 20, 1975, \$140; and June 20, 1976, \$150.

Optical and Dental Plan (new) - Will be paid for by 1¢ per hour holdback from COLA effective Jan. 1975 with benefits commencing the following July.

Pension Plan: Basic benefit \$9.50 (\$7.50) per month per year of service.

Supplemental Unemployment Benefit Plan: Employer contributes 7¢-10¢-12¢ (5¢-7¢-10¢) per hour worked. Amount of contribution is governed by value of the assets of the Fund.

Bereavement Leave: Definition of "immediate family" extended to include grandparents for up to 3 days' paid leave.

National Auto Radiator Manufacturing Company Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from Apr. 1, 1974 to Apr. 1, 1977, covering 400 employees, settled during a strike with mediation assistance. (Previous agreement expired Apr. 1, 1974).

	Effective	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>	<u>Apr. 1/76</u>
Wages:	General Increases	30¢	15¢	22¢
	Additional Adjustments	10¢ for skilled tradesmen; 5¢ for semi-skilled tradesmen	5¢ for skilled tradesmen; 8¢ for semi-skilled tradesmen	5¢ for skilled tradesmen; 7¢ for semi-skilled tradesmen
	Cost-of-Living Fold-in	63¢		
	General Help	\$4.87 (\$3.94)	\$5.02	\$5.24
	Auto Mechanic	\$5.56 (\$4.53)	\$5.76	\$6.03
Cost-of-Living Allowance:	1¢ per hour per 0.40 (0.45) change in the Consumer Price Index (1961=100) above the base 158.6 (131.3), to be adjusted quarterly.			
Shift Premiums:	Effective June 30, 1974, 0¢ - 16¢ - 18¢ (0 - 14¢ - 17¢). Effective Apr. 1, 1975, 0 - 17¢ - 20¢.			
Welfare:	<u>Life Insurance and A.D.&D</u> - \$9,000 (\$8,000) for life insurance and \$5,000 (new) for A.D.&D. Effective Apr. 1, 1975, \$10,000 for life insurance.			
	<u>Life Insurance for Retirees</u> - \$1,500 (previously \$750 and \$1,000 depending on year of retirement).			

Weekly Indemnity Plan - Benefits increase to \$100 (\$85) per week, payable on a 1-3-52 basis. Effective Apr. 1, 1976, benefits increase to \$110 per week.

Dental Plan - Effective Jan. 1, 1975, employer pays 100% of initial premium for a new dental plan, with any additional costs to be paid for from the cost-of-living allowance up to a maximum of 4¢ per hour, details to be decided.

Drug Plan - Employer pays 100% of the premiums for a new drug plan with deductible of 35¢ per prescription.

Pension: Supplementary pension benefit of \$5 per month per year of service up to a maximum of 25 years for employees who retire prior to age 65. (Previously employees who retired on or after Apr. 1, 1971 received a monthly lifetime supplementary pension of \$4.00 per month per year of service up to a maximum of 25 years, less the monthly amount of Canada Pension Plan benefit in effect at date of retirement, and further reduced for voluntary early retirement before age 65).

North American Plastics Co. Limited at Wallaceburg - Local 251, Auto Workers (CLC): A 36-month renewal agreement effective from May 14, 1974 to May 13, 1977, covering 315 employees, settled at the conciliation officer stage. (Previous agreement expired May 13, 1974).

	Effective	May 14/74	May 14/75	May 14/76
Wages:	Increases	30¢ - \$1.50	15¢	15¢
	Additional Adjustments	Establishment of new wage structure		
	General Labour	\$2.60 (\$2.30)	\$2.75	\$2.90
	Class A Electrician	\$4.95 (\$3.65)	\$5.10	\$5.25
Cost-of-Living Allowance:	Effective May 17, 1975, new cost-of-living provision of 5¢ per hour per 2.5 change in the Consumer Price Index (1961=100), to be adjusted quarterly.			
Paid Holidays:	Full (half) day before Christmas Day and full (half) day before New Year's Day granted and Boxing Day is added for a total of 11 (9).			
Paid Vacations:	3 weeks (new) after 8 years.			
Call-Back Pay:	Minimum of 3 hours' pay (new).			

Bereavement Leave:	Two days' paid leave (new) granted to attend funeral upon death of parents, spouse, brother, sister, child, mother-in-law, father-in-law, brother-in-law or sister-in-law.
Jury Duty Leave:	Employer makes up the difference between fee for jury duty or Crown Witness duty and regular pay (new).
Welfare:	<u>Life Insurance</u> - \$5,000 (\$3,000).
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$60 (\$50) per week, payable on a 1-1-26(13) basis.
	<u>Extended Health Care Plan</u> - Up to 2 dependents covered by plan (previously only employees were covered).
Safety Prescription Glasses:	Employer pays 100% (new) of the cost of the first pair of safety prescription glasses if required.

ELECTRICAL PRODUCTS

Philips Electronics Industries Limited at Toronto - Local 1590, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 303 employees, settled at the mediation stage. (Previous agreement expired Mar. 31, 1974).

Wages:	Effective	<u>Apr. 1/74</u>	<u>Oct. 1/74</u>	<u>Apr. 1/75</u>
	General Increases	12%, with minimum increase of 40¢ per hour	10¢	9%
	Labour Grade 2 (includes Sub-Assembler)	\$3.09 - \$3.19 (\$2.69 - \$2.79)	\$3.19 - \$3.29	\$3.48 - \$3.59
	Labour Grade 14 (includes Maintenance Electrician)	\$5.30 - \$5.47 (\$4.73 - \$4.88)	\$5.40 - \$5.57	\$5.89 - \$6.07

Probationary period for Labour Grade 2 is 30 days worked. Maximum rates reached after 1 three-month increase. Probationary period for Labour Grade 14 is 45 days worked. Maximum rates reached after 3 three-month increases.

Cost-of-Living Allowance: Effective March 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100), to be adjusted quarterly by comparing the March and June 1975, June and Sept. 1975, Sept. and Dec. 1975 Indices, up to a maximum of 20¢ in 1975 and 25¢ during the life of the agreement. First adjustment in July 1975.

Shift Premiums: 0 - 17¢ - 20¢ (0 - 14¢ - 16¢).

Paid Holidays: One day during the Christmas period, or Heritage Day if declared a Statutory holiday, is added for a total of 11(10).

Paid Vacations: 5 weeks after 25(30) years.

Sick Leave: Employee, after 2 years' service, is eligible for full salary, for a period of absence proportional to service, after one day's absence and on the first day of hospitalization or accident (previously was eligible immediately).

Welfare: Life Insurance - Effective July 1974, \$7,000 for all employees (previously \$5,000 for male employees and \$1,000 for female employees).

Pension Plan: Effective Sept. 1, 1974, \$6 (previously no specified amount) per month per year in the plan.

CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid of Canada Ltd.- (Welland Plant) at Niagara Falls - Local 165, Chemical Workers (AFL-CIO/CLC): The present agreement that was to expire Nov. 15, 1974 has been extended to Nov. 15, 1975. The agreement covers 530 employees.

Wages:	Effective	<u>June 20/74</u>	<u>Nov. 15/74</u>
	General Increases	21¢	45¢
	Sweeper	\$3.85 (\$3.64)	\$4.30
	Chief Operator (Ammonia)	\$5.22 (\$5.01)	\$5.67

Shift Premiums: 0-18¢-22¢(0-16¢-20¢).

Sunday Premium: 65¢(60¢) per hour.

MISCELLANEOUS MANUFACTURING

Monsanto Canada Limited at Woodbridge - Local 1438, Textile Workers Union (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 300 employees, settled at the conciliation officer stage. (Previous agreement expired June 30, 1974).

Wages:	Effective	<u>June 24/74</u>	<u>July 1/75</u>		
General Increases		40¢	40¢		
Additional Adjustments		5¢ for Craftsman A; 10¢ for Craftsman B	5¢ for Craftsman A; 10¢ for Craftsman B		
Class D (Includes Packing & Wrapping)		\$3.53 (\$3.13)	\$3.93		
Class A (Includes Peeler Operator)		\$4.07 (\$3.62)	\$4.52		
Shift Premiums:	0 - 15¢ - 19¢ (0 - 13¢ - 18¢).	Effective July 1, 1975, 0 - 16¢ - 20¢.			
Paid Holidays:	Boxing Day is added for a total of 10 (9).				
Paid Vacations:	4 weeks after 12 (15) years.				
Bereavement Leave:	One day's paid leave (new) granted upon death of brother-in-law, sister-in-law and grandparents.				
Welfare:	<u>Life Insurance</u> - \$3,000 (\$2,200). Effective July 1, 1975, \$5,000.				
	<u>Weekly Indemnity Plan</u> - Benefits increase to 66 2/3% of weekly earnings with a minimum of \$115 per week, payable on a 1-1-3-26 basis. (Previously benefits of \$100 per week). Effective July 1, 1975, benefits increase to 66 2/3% of weekly earnings with a minimum of \$120 per week.				
	<u>Extended Health Care Plan (includes Drugs)</u> - Effective July 1, 1975, employer pays 100% of the premiums for a new health care plan with deductibles of \$10 for single employees and \$20 for married employees.				
	<u>Semi-Private Hospitalization</u> - Employer pays 100% of the premiums for new plan.				
Pension:	\$4.50 (\$4.10) per month per year of service. Effective July 1, 1975, \$5.00 per month per year of service. Benefits for current retirees adjusted by 10%.				
Meal Allowance:	\$2.25 (\$1.75) after 2 hours' overtime, if advance notice is not given.				

TRANSPORTATION

St. Lawrence Seaway Authority, Ontario and Quebec - Canadian Brotherhood of Railway, Transport and General Workers (CLC) (operation and maintenance, headquarters, and construction): A 19-month agreement resulting from the re-opening of the current agreement which was due to expire Dec. 31, 1974. The new collective agreement, which is effective from June 3, 1974 to Dec. 31, 1975, covers 1,200 employees.

Wages:	Effective	<u>June 3/74</u>	<u>Jan. 1/75</u>
	General Increases	3%	3%
	Labourer	\$4.54 (\$4.41)	\$4.68
	Electrician	\$6.00 (\$5.83)	\$6.18
Cost of Living Allowance:	Effective January, 1975, 1¢ per hour per .5 point increase in the Consumer Price Index (new).		

EDUCATION AND RELATED SERVICES

Etobicoke Borough Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, matrons, etc.): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 510 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Nov. 1/73</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	5¢	8½%	10%
	Electrician		41¢	46¢
	Caretaker (start)	\$3.92 (\$3.87)	\$4.25	\$4.68
	Head Caretaker (top of scale)	\$5.44 (\$5.39)	\$5.90	\$6.49
	Electrician		\$7.80 (\$7.39)	\$8.26

Shift Premiums: 0-22¢-22¢(0-19¢-20¢).

Paid Vacation: 4 weeks after 13(15) years' service, 5 weeks after 22(25) years.

Health and Welfare:

Life Insurance - Effective July 1, 1974, Board pays 75% (66 2/3%) of premium.

Blue Cross - 20% deductible eliminated.

Long Term Disability Plan (new) - To be implemented Jan. 1, 1975, if 50% of the eligible employees enrol. The Board will pay 75% of the premium cost.

Halton County Board of Education at Burlington - Local 1011, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 201 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1974).

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>
	General Increases	45¢	45¢
	Caretaker	\$4.15 - \$4.39 (\$3.70 - \$3.94)	\$4.60 - \$4.84
	Maintenance I	\$5.23 (\$4.78)	\$5.68

Probationary period is 3 months. Maximum rates for Caretaker reached after 1 three-month increase, 1 nine-month increase and 1 six-month increase.

Sunday Premium:

Responsibility Allowance: 10¢ (5¢) per hour for head Caretaker of a Group 1 elementary school and 15¢ (10¢) per hour for head Caretaker of a Group 2 elementary school.

Promotions: Employees promoted to a higher grouping receive an increase of 25¢ (20¢) per hour in addition to regular salary up to the maximum for the grouping.

Paid Vacations: 4 weeks after 13 (15) years and 5 weeks after 23 (25) years.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (library sciences group): A 24-month renewal agreement effective from Feb. 10, 1974 to Feb. 8, 1976, covering 312 employees in Ontario, settled at the bargaining stage. (Previous agreement expired Feb. 10, 1974).

Wages:	Effective	<u>Feb. 10/74</u>	<u>Feb. 10/75</u>
Increases	9.5% for steps 3-7 of wage scale for LS-1 level, 10.6% for step 2 and 11% for step 1; 8% for LS-2 and LS-3 levels; 7.5% for LS-4 level		7.75%
Additional Adjustments			Wage scale is adjusted for LS-1 level to include one additional step at the lower end of the scale
LS-1	\$ 9,499 - \$12,318 (\$ 8,549 - \$11,249)		\$ 9,750 - \$13,273
LS-4	\$15,961 - \$19,949 (\$14,847 - \$18,557)		\$17,198 - \$21,495

Maximum rates for LS-1 reached after 6 increases and effective Feb. 10, 1975 after 7 increases. Maximum rates for LS-2 and LS-3 reached after 4 increases and for LS-4 after 5 increases.

Shift Premium : \$1.50 (new) for National Library employees.

Overtime Pay: Time and one-half (new) for unscheduled hours worked by National Library employees if less than 5 days' notice is given.

Paid Vacations: Effective Apr. 1, 1974, 5 weeks after 29(30) years and effective Apr. 1, 1975, 5 weeks after 28 years.

Borough of York Board of Education at Toronto - Local 994, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 250 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 1/73</u>	<u>Jan. 1/74</u>
General Increases	5¢ for unskilled classifications		41¢ for skilled trades; 8½% for all other classifications
Additional Adjustments			25¢ for General Maintenance
Cleaner (over 6 months)	\$4.19) (\$4.14)		\$4.55
Caretaker (3rd Class)	\$4.62 (\$4.57)		\$5.01
Plumber and Steamfitter	\$7.62 (\$7.62)		\$8.03
<u>Effective</u>		<u>Jan. 1/75</u>	
General Increases	46¢ for skilled trades; 10% for all other classifications		
Cleaner (over 6 months)	\$5.01		
Caretaker (3rd Class)	\$5.51		
Plumber and Steamfitter	\$8.49		
<u>Shift Premiums:</u>	0 - 22¢ - 22¢ (0 - 19¢ - 20¢).		
<u>Paid Vacations:</u>	4 weeks after 13 (15) years and 5 weeks after 22 (25) years.		
<u>Welfare:</u>	<u>Life Insurance</u> - Employer pays 75% (66 2/3%) of premiums.		
	<u>Long Term Disability Plan</u> - Effective Jan. 1, 1975, employer pays 75% of the premiums for a new plan to provide benefits of 65% of earnings up to a maximum of \$12,000 per year.		
<u>Mileage Allowance:</u>	20¢ (15¢) per mile for maintenance employees required to use their own car.		

HEALTH AND WELFARE SERVICES

Brantford General Hospital and St. Joseph's Hospital at Brantford - Local 204, Service Employees (AFL-CIO/CLC): In April 1973, two 24-month renewal agreements were ratified effective from Jan 1, 1973 to Dec. 31, 1974, covering 350 employees at Brantford General and 110 at St. Joseph's Hospital. These agreements provided for increases in 1974 as follows -

<u>Wages:</u>	<u>Effective</u>	<u>June 1/74</u>	<u>Aug. 1/74</u>
	Increases	\$20 for all employees, except R.N.A.S who receive \$25 and Mechanical group which receives \$26	\$5 for R.N.A.S
	Additional Adjustments	\$10 for Repairman 2, \$20 for Cooks and Bakers	
	Ward Aide (Housekeeping)	\$440 - \$470 (\$420 - \$450)	\$440 - \$470
	Porter	\$530 - \$560 (\$510 - \$540)	\$530 - \$560
	RNA	\$560 - \$605 (\$535 - \$580)	\$565 - \$610
	Orderly	\$580 - \$610 (\$560 - \$590)	\$580 - \$610
	Repairman 1A	\$765 - \$795 (\$739 - \$769)	\$765 - \$795

These agreements have been terminated as of Mar. 31, 1974, and the parties have signed a memorandum renewing the agreements for a term of 24 months, effective from Apr. 1, 1974 to Mar. 31, 1976. As a result wages are now as follows -

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/74</u>	<u>Aug. 1/74</u>	<u>Jan. 1/75</u>
	Increases	\$98	\$5 for R.N.A.S	\$59
	Ward Aide (Housekeeping)	\$518 - \$548 (\$420 - \$450)	\$518 - \$548	\$577 - \$607
	Porter	\$608 - \$638 (\$510 - \$540)	\$608 - \$638	\$667 - \$697
	RNA	\$633 - \$678 (\$535 - \$580)	\$638 - \$683	\$697 - \$742
	Orderly	\$658 - \$688 (\$560 - \$590)	\$658 - \$688	\$717 - \$747
	Repairman 1A	\$837 - \$867 (\$739 - \$769)	\$837 - \$867	\$896 - \$926

Effective	<u>Aug. 1/75</u>	<u>Dec. 1/75</u>
Increases	\$88	\$35
Ward Aide (Housekeeping)	\$665 - \$ 695	\$ 700 - \$ 730
Porter	\$755 - \$ 785	\$ 790 - \$ 820
RNA	\$785 - \$ 830	\$ 820 - \$ 865
Orderly	\$805 - \$ 835	\$ 840 - \$ 870
Repairman 1A	\$984 - \$1,014	\$1,019 - \$1,049

Probationary period is 60 working days. Maximum rates reached after 2 12-month increases.

McKellar General Hospital, St. Joseph's General Hospital and three other hospitals at Thunder Bay - Local 268, Service Employees International Union (AFL-CIO/CLC): Five 24-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1975, covering 760 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>May 1/74</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>	<u>Sept. 1/75</u>
General Increases		50¢	22¢	34¢	30¢	20¢

St. Joseph's General Hospital

	<u>Jan. 1/74</u>	<u>May 1/74</u>	<u>Jan. 1/75</u>
Dietary Help (6 months)	\$2.79 (\$2.29)	\$3.01	\$3.35
Orderly (Trained)	\$3.52-\$3.73 (\$3.02-\$3.23)	\$3.74-\$3.95	\$4.08-\$4.29

	<u>July 1/75</u>	<u>Sept. 1/75</u>
Dietary Help (6 months)	\$3.65	\$3.85
Orderly (Trained)	\$4.38-\$4.59	\$4.58-\$4.79

<u>Name of Hospital</u>	<u>No. of Employees</u>
McKellar General Hospital	210
Port Arthur General Hospital	185
St. Joseph's General Hospital	200
Walter P. Hogarth Memorial Hospital	70
Westmount Hospital	95

Metropolitan General Hospital, Hotel Dieu Hospital and three other hospitals at Windsor - Local 210, Service Employees International Union (AFL-CIO/CLC): Five 24-month renewal agreements effective from June 1, 1974 to May 31, 1976, covering 1,195 employees, settled at the bargaining stage.

Wages:	Effective	June 1/74	Jan. 1/75	July 1/75
		General Increases	47¢	34¢
		Sept. 1/75	Jan. 1/76	Apr. 1/76
		20¢	19¢	6¢

Hotel Dieu of St. Joseph Hospital

Monthly Rates	June 1/74	Jan. 1/75	July 1/75
Cleaning Maid (6 months)	\$485.52 (\$404.06)	\$544.45	\$596.45
RNA	\$549.62-\$638.46 (\$468.16-\$557.00)	\$608.55- \$697.39	\$660.55- \$749.39
Cabinet Maker	\$706.11-\$781.34 (\$624.65-\$699.88)	\$765.04- \$840.27	\$817.04- \$892.27
	Sept. 1/75	Jan. 1/76	Apr. 1/76
Cleaning Maid (6 months)	\$631.11	\$664.04	\$674.44
RNA	\$695.21-\$784.05	\$728.14-\$816.98	\$738.54-\$827.38
Cabinet Maker	\$851.70-\$926.93	\$884.63-\$959.86	\$895.03-\$970.26

Shift Premiums: Effective June 1, 1974, \$1.10(new) per shift except at Hotel Dieu 0-\$1.10-\$1.15(0-\$1.00-\$1.15).

Paid Holidays: Effective in 1975, 2nd or 3rd Monday in February added for a total of 11.

Paid Vacation: Effective in 1975, 3 weeks after 4(5) years' service. Effective in 1976, 4 weeks after 12(14 at Hotel Dieu and 13 at all other hospitals).

Health and Welfare: Drug Plan - Effective Aug. 1, 1974, employer pays 66 2/3% of premium cost (formerly 50% at Hotel Dieu, no change at other hospitals).

Sick Leave - maximum accumulation of 140 days (135 at Hotel Dieu, 130 at other hospitals), effective June 1, 1975, maximum 150 days.

<u>Name of Hospital</u>	<u>No. of Employees</u>
Hotel Dieu of St. Joseph Hospital	340
Metropolitan General Hospital	200
Salvation Army Grace Hospital	270
Windsor Western Hospital Centre Inc. (I.O.D.E. Unit)	155
Windsor Western Hospital Centre Inc. (Riverview Unit)	230

St. Catharines General Hospital at St. Catharines and Greater Niagara General Hospital at Niagara Falls - Local 204, Service Employees International Union (AFL-CIO/CLC): Two 24-month wage agreements effective from Apr. 2 or Apr. 8, 1974 to Mar. 31, 1976, covering 415 employees at St. Catharines and 255 employees at Niagara Falls. The agreement was settled at the bargaining stage. (The previous agreement was effective from Jan. 1, 1973 to Dec. 31, 1974. The contract was reopened and extended to Mar. 31, 1976).

Wages:	Effective	<u>Apr. 2/74 or Apr. 8/74</u>	<u>Jan. 7/75 or Dec. 30/74</u>
	General Monthly Increases	\$98(56.5¢/hr.)	\$59(34.0¢/hr.)
		<u>Aug. 5/75 or July 28/75</u>	<u>Nov. 25/75 or Dec. 1/75</u>
		\$88(50.8¢/hr.)	\$35(20.2¢/hr.)

St. Catharines General Hospital

Monthly Rates

Effective	<u>Apr. 2/74</u>	<u>Jan. 7/75</u>
Linen Sorter	\$510-\$535 (\$412-\$437)	\$569-\$594
Orderly (1st Class)	\$673-\$698 (\$575-\$600)	\$732-\$757
Journeyman	\$867-\$892 (\$769-\$794)	\$926-\$951

	<u>Aug. 5/75</u>	<u>Nov. 25/75</u>
Linen Sorter	\$657-\$682	\$692-\$717
Orderly (1st Class)	\$820-\$845	\$855-\$880
Journeyman	\$1,014-\$1,039	\$1,049-\$1,074

The former rates shown were effective Sept. 3, 1973. The contract provided for a \$20-\$25 per month increase effective May 28, 1974. This increase is no longer applicable.

Sunnybrook Hospital and eight other hospitals at Toronto - Local 204, Service

Employees International Union (AFL-CIO/CLC): Nine 24-month wage agreements effective from Apr. 1, 1974 to Mar. 31, 1976, covering 2,795 employees, settled at the bargaining stage. (The previous agreement was effective from Apr. 1, 1973 to Mar. 31, 1975. The contract was reopened and extended to Mar. 31, 1976).

Wages:

	<u>Effective</u>	<u>Apr. 1/74</u>	<u>Jan. 1/75</u>	<u>Aug. 1/75</u>	<u>Dec. 1/75</u>
General Monthly Increases		\$98 (56.6¢/hr.)	\$59 (33.9¢/hr.)	\$88 (50.9¢/hr.)	\$35 (20.2¢/hr.)

Sunnybrook Hospital

Monthly Rates

	<u>Apr. 1/74</u>	<u>Jan. 1/75</u>
Housekeeping Aide	\$526-\$548 (\$428-\$450)	\$585-\$607
Nursing Orderly	\$668-\$688 (\$570-\$590)	\$727-\$747
Electrician	\$852-\$892 (\$754-\$794)	\$911-\$951
	<u>Aug. 1/75</u>	<u>Dec. 1/75</u>
Housekeeping Aide	\$673-\$695	\$708-\$730
Nursing Orderly	\$815-\$835	\$850-\$870
Electrician	\$999-\$1,039	\$1,034-\$1,074

The former rates shown were effective Dec. 1, 1973. The contract provided for a \$20-\$26 per month increase effective Aug. 1, 1974. This increase is no longer applicable.

<u>Name of Hospital</u>	<u>No. of Employees</u>
Baycrest Hospital	230
Clarke Institute	70
New Mount Sinai Hospital	295
Runnymede Hospital	65
Sunnybrook Hospital	925
Toronto East General and Orthopaedic Hospital	535
Toronto Hospital Weston	140
Wellesley Hospital	365
York County Hospital	170

Victoria Hospital at London - Local 220, Service Employees (AFL-CIO/CLC)

(Registered Nursing Assistants Group): A 23-month renewal agreement effective from Feb. 1, 1974 to Dec. 31, 1975, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Jan. 31, 1974).

Wages:

	<u>Effective</u>	<u>Feb. 1/74</u>	<u>May 1/74</u>	<u>Nov. 1/74</u>
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General Increases	44¢	22¢	5¢
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Registered Nursing Assistant	\$3.27 - \$3.63 (\$2.83 - \$3.19)	\$3.49 - \$3.85	\$3.54 - \$3.90
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	<u>Effective</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>	<u>Sept. 1/75</u>
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General Increases	34¢	30¢	20¢
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Registered Nursing Assistant	\$3.88 - \$4.24	\$4.18 - \$4.54	\$4.38 - \$4.74
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Probationary period is 3 months. Maximum rates reached after 3 12-month increases.

Paid Holidays: Third Monday in February is added for a total of 11 (10).

Welfare: Extended Health Care Plan - Effective Oct. 1, 1974, employer pays 66 2/3% of the premiums for new plan with deductibles of \$10 for single employees and \$20 for married employees.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (firefighters, supervisory and non-supervisory):
 Two 12-month renewal agreements effective from Apr. 1, 1974 to Mar. 31, 1975, covering 1,435 employees, settled at the arbitration stage.

Wages:	Effective	<u>Apr. 1/74</u>	<u>Oct. 6/74</u>
<u>Annual Increases</u>			
1st step		\$1,584	
2nd step		\$1,620	
3rd step		\$1,655	
4th step		\$1,691	
<u>Annual Rates</u>			
Firefighter			
Level 1		\$9,926-\$10,851 (\$8,342-\$9,160)	\$9,926-\$11,262
Level 6		\$13,909-\$15,236 (\$12,325-\$13,545)	\$13,909-\$15,825
Increment Levels:	Effective Oct. 6, 1974, additional increment added to the top of the range for a total of 5 steps.		
Long Service Pay:	\$110 (\$60) per year after 5 years' service up to 10 years, \$160 (\$128) after 10 years up to 15 years, \$220 (\$180) after 15 years up to 20 years, \$280 (\$240) after 20 years up to 25 years and \$340 (\$300) after 25 years or more.		
Acting Pay:	After 1(3) shift for Firefighter Level 1, after 2(3) for all other employees.		
Paid Vacation:	4 weeks after 15(18) years' service.		

PROVINCIAL ADMINISTRATION

Ontario Government - Civil Service Association of Ontario (Inc.) (Ind.): A 24-month renewal agreement effective from Oct. 1, 1973 to Sept. 30, 1975, covering 52,000 employees, settled at the arbitration stage. The agreement covers fringe benefits only.

Paid Holidays: When Remembrance Day falls on a Saturday or Sunday, the parties may agree on an alternative holiday. If no agreement is reached, employees will be granted an additional day's pay. (Previously Remembrance Day was observed only when it fell on a day Monday through Friday). A total of 12 paid holidays.

Paid Vacation: 5 weeks after 25(29) years of service.

Health and Welfare: Life Insurance - Effective July 1, 1974, the Government pays 100%(75%) of current coverage, equal to 75% of annual salary. Effective on implementation of new plan the Government will pay 100% of the premium for coverage equal to 75% of gross salary or \$7,500, whichever is greater.

Supplementary Life Insurance - Waiver of premiums effective after 9 months' continuous disability or LTIP entitlement.

Extended Health and Semi-Private Coverage - Effective July 1, 1974, Government pays 100% of the premium for the current coverage. (Current provision: Health and drug coverage with \$50 single and \$100 family deductible, 80%/20% co-insurance. Blue Cross semi-private hospital coverage - elective option paid by employees.) Under the new plan, semi-private and major medical plans will be incorporated into one plan with no deductibles, 90%/10% co-insurance on drugs and semi-private hospital coverage to \$20 per day maximum. The Government will pay 100% of the revised premium.

Long Term Income Protection - Government will pay 75% (66 2/3%) of premium, increase benefit level to 66 2/3% (50%) of gross salary, and maintain employee's pension contribution while on LTIP.

Committee - Joint insurance benefits review committee to be constituted.

Bereavement Leave: Son-in-law and daughter-in-law added for up to 3 days' paid leave.

LOCAL ADMINISTRATION

Scarborough Borough Corporation (Fire Department) - Local 626, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 300 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>Jul. 5/74</u>
	Increases	\$1,230 for 1st Class Fire Fighter	\$680 for 1st Class Fire Fighter

Jan. 1/74

Jul. 5/74

Wages for other classifications are calculated as a percentage of 1st Class Fire Fighter's wage: 145% effective Jan. 1, 1974 and 160% effective July 5, 1974 for Assistant Deputy Chief, 130% for District Chief effective Jan. 1, 1974, 115% for Captain, 115% (107.5%) for Information and Special Services Officer, 90% for 2nd Class Fire Fighter, 82% for 3rd Class Fire Fighter and 75% for 4th Class Fire Fighter.

4th Class Fire Fighter	\$ 9,998 (\$ 9,075)	\$10,508
1st Class Fire Fighter	\$13,330 (\$12,100)	\$14,010
Captain	\$15,330 (\$13,915)	\$16,112

Sudbury City Corporation (Parks and Recreation Dept.) - Local 6, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 310 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>	<u>Jan. 1/75</u>
	General Increases	10%	2%	9%
	Additional Adjustments	5¢ - 41¢ for some Classifications, adjusted prior to 10% increase		
	Labourer-Permanent	\$4.13 (\$3.75)	\$4.21	\$4.59
	Electrician A	\$5.95 (\$5.41)	\$6.07	\$6.62

Shift Premiums: 0 - 16¢ - 23¢ (0 - 14¢ - 21¢).

Sunday Premium : 65¢ (50¢) per hour.

Paid Vacations:	4 weeks after 9(14) years, 5 weeks after 19 (24) years and 6 weeks (new) after 24 years.
Vacation Pay:	Employees entitled to 2,3,4,5 or 6 week vacations receive vacation pay of 80,120,160,200 or 240 hours' pay respectively at basic rate or 4%, 6%, 8%, 10% or 12% respectively of total earnings in preceding calendar year, whichever is greater (previously received 80, 120,160 or 200 hours' pay at basic rate).
Bereavement Leave:	Brother-in-law and sister-in-law included in up to 3 days' paid leave to attend funeral.
Welfare:	<u>Dental Plan</u> - Effective Sept. 1, 1974, employer pays 25% of the premiums for new dental plan - Blue Cross No. 7. Effective Jan. 1, 1975, employer pays 100% of the premiums.

CONSTRUCTION

<u>Pipe Line Contractors Association of Canada - Various Locals, Plumbers (AFL-CIO/CLC)</u> : A 36-month renewal agreement effective from May 1, 1974 to April 30, 1977, covering 300 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1974).				
Wages:	Effective	<u>May 1/74</u>	<u>Nov. 1/74</u>	<u>May 1/75</u>
	General Increases	55¢	20¢	50¢
	J Journeyman Welder	\$8.80 (\$8.25)	\$9.00	\$9.50
	Effective	<u>Nov. 1/75</u>	<u>May 1/76</u>	
	General Increases	20¢	90¢	
	J Journeyman Welder	\$9.70	\$10.60	
Vacation Pay:	Vacation pay of 9% (8%). Effective May 1, 1976, 10%.			
Welfare:	Employer contributes 25% (20¢) per hour. Effective Nov. 1, 1974, employer contributes 30¢ and effective May 1, 1975, employer contributes 40¢.			
Pension Plan:	Employer contributes 35¢ (20¢) per hour. Effective Nov. 1, 1974, employer contributes 40¢, effective May 1, 1975 employer contributes 55¢, effective Nov. 1, 1975 employer contributes 60¢ and effective May 1, 1976 employer contributes 75¢.			
Other Payments:	<u>National Training Fund</u> - Effective Nov. 1, 1974, 5¢ (2¢). <u>Pipeline Industry Promotion Fund</u> - 1¢ (new).			

CONSTRUCTION

Pipe Line Contractors Association of Canada - International Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1974 to April 30, 1976, covering 450 employees in Ontario, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1974).

Wages:	Effective	<u>May 1/74</u>	<u>Oct. 1/74</u>
	Increases	75¢ for all Mainline employees except Principal Operator in Ontario who receives 70¢	25¢ for Mainline employees
Rates for employees on Distribution Systems are calculated at 95% of Mainline rates to the nearest 5¢.			
	Intermediate Operator (Mainline)	\$7.55 (\$6.80)	\$7.80
	Principal Operator (Mainline)	\$8.35 (\$7.65)	\$8.60
Effective		<u>May 1/75</u>	<u>Oct. 1/75</u>
	Increases	75¢ for Mainline employees	25¢ for Mainline employees
Rates for employees on Distribution Systems are calculated at 95% of Mainline rates to the nearest 5¢.			
	Intermediate Operator (Mainline)	\$8.55	\$8.80
	Principal Operator (Mainline)	\$9.35	\$9.60
Vacation Pay:	Effective May 1, 1975, 10% (9%).		

Toronto Masonry Contractors Association - Local 1, Bricklayers (Ind.): Two 24-month renewal agreements effective from June 1, 1974 to May 31, 1976, covering 1,000 bricklayers and 600 bricklayers' assistants, settled at the post-conciliation bargaining stage. (Previous agreements expired May 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>June 1/74</u>	<u>Oct. 1/74</u>
General Increases		45¢	40¢
Journeyman Bricklayer and Stonemason		\$7.90 (\$7.45)	\$8.30
Bricklayers' Assistant		\$6.40 (\$5.95)	\$6.80
<u>Effective</u>		<u>June 1/75</u>	<u>Oct. 1/75</u>
General Increases		45¢	40¢
Journeyman Bricklayer and Stonemason		\$8.75	\$9.15
Bricklayers' Assistant		\$7.25	\$7.65

Vacation Pay: Effective June 1, 1975, vacation pay of 9% (8%).

ADDENDUM This addendum consists of 1 settlement ratified in January 1974 and 1 in May 1974.

CLOTHING

John Rennie Limited at Guelph - Local 740, Amalgamated Clothing Workers (AFL-CIO/CLC): An 18-month renewal agreement effective from Jan. 1, 1974 to June 30, 1975, covering 200 employees, settled at the bargaining stage, and ratified in January. (Previous agreement expired June 30, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/74</u>	<u>Oct. 31/74</u>
Increases	11% - 17% for non-incentive workers; 11% for incentive workers		Re-opener for Wages and establishment of new wage structure
Receiver	Minimum wage - \$2.40 (Minimum wage - \$2.05)		
Marker	Minimum wage - \$2.61 (Minimum wage - \$2.35)		

Probationary period is 2 months. Maximum rates reached after increases of 10¢ every 6 months.

MACHINERY

White Farm Equipment at Brantford - Local 458, United Auto Workers (CLC):
 A 36-month renewal agreement effective from Apr. 30, 1974 to Apr. 30, 1977, covering 900 employees, settled at the bargaining stage, and ratified in May.

	Effective	<u>May 5/74</u>	<u>May 4/75</u>	<u>May 2/76</u>
Wages:				
General Increases		3% plus 18¢	3%	3%
COLA Fold-in		60¢		
Additional Adjustments:				
- Day Workers		10¢	5¢	5¢
- Old Incentive Classes		10¢		
- Tool & Die Makers & Tool Provers		25¢		
- Other Skilled Trades		20¢		
Labourer		\$4.78 (\$3.80)	\$4.97	\$5.17
Tool & Die Maker		\$6.09 (\$4.89)	\$6.27	\$6.46
Cost of Living Allowance:	60¢ of present 65¢ COLA was incorporated into the non-incentive rates (leaving a 5¢ per hour float). Effective from Mar. 3, 1974 to May 4, 1974, inclusive, 7¢ per hour COLA adjustment for all hours worked for employees of record as of Apr. 30, 1974. New formula: 1¢ adjustment for each 0.35(0.4) increase in the Consumer Price Index, adjusted quarterly.			
Shift Premiums:	Effective May 5, 1974, 0-20¢-32¢(0-14¢-28¢).			
Paid Holidays:	An additional 7 paid holidays over the term of the contract: August 5 and December 23 in 1974; August 4, December 22 and 23 in 1975; January 2 and August 2 in 1976 (previously 12 paid holidays per year).			
Holiday Pay:	Effective May 2, 1976, holiday pay (except for December and January holidays "Christmas shutdown") will include an eligible employee's night shift premium.			
Health and Welfare:	<u>Life Insurance</u> - Effective July 1, 1974, \$7,700-\$11,550 (\$6,650-\$10,850). Effective May 1, 1976, \$8,700-\$12,550.			
	Effective May 1, 1976, \$2,500(\$2,000) insurance coverage for eligible retirees.			
	<u>A. D. & D.</u> - Effective July 1, 1974, \$3,850-\$5,775 (\$3,325-\$5,425). Effective May 1, 1976, \$4,350-\$6,275.			
	<u>Weekly Indemnity</u> - Effective July 1, 1974, \$120-\$175 (\$80-\$140).			
	<u>Long Term Disability</u> - Effective July 1, 1974, \$365-\$570 (\$280-\$499) per month.			

Dental Plan - Will be provided effective May 1, 1975.

Laid-off Employees - Effective July 1, 1974, continuation of insurance premiums to maximum of 12 months.

Pension Plan: Basic Benefit - Effective for all employees who retire on and after May 1, 1974:

Retirement Date	Benefit Class	Benefits Payable May 1/74	Oct. 1/74	Commencing May 1/75	May 1/76
May 1, 1974	A	8.00	8.00	8.25	8.60
	B	8.25	8.25	8.50	8.85
	C	8.50	8.50	8.75	9.10
Oct. 1, 1974	A		8.75	8.75	9.25
	B		9.00	9.00	9.50
	C		9.25	9.25	9.75
May 1, 1975	A			9.25	9.25
	B			9.50	9.50
	C			9.75	9.75

Employees Retired Prior to May 1, 1974:

May 1, 1974, an increase of 75¢.

May 1, 1975, \$8.25 minimum.

May 1, 1976, an increase of 35¢.

Temporary Benefits - For retirees with benefits payable commencing May 1, 1974, \$8.50 per month per year of service to maximum of \$212.50; Oct. 1, 1974, \$9.50/month/year/service to maximum \$237.50.

<u>30 and Out</u> - Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
Age	59	57	55
Benefit Level	\$550	\$625	\$625
Under 30	\$18.30/year	\$20.80/year	\$20.80/year

Compulsory Retirement - Effective May 1, 1976, at age 65.

Survivor Income Benefit Insurance - Effective May 1, 1976, benefit of \$200(\$175), minimum \$125(\$100). Eligibility reduced to age 45.

Bereavement Leave: Grandparent of current spouse included for up to 3(1) days' paid leave.

Safety Shoes: Employer will pay 1/3 of cost to maximum \$8 of 1 pair of safety shoes per year.

Tuition Refund: Effective Aug. 1, 1974, the employer will provide a Tuition Refund program with limitations of \$250 and \$500 per calendar year.

AMENDMENTS

To May 1974 issue, page 2 -

Pamour Porcupine Mines, Ltd. at Schumacher - Local 4440, Steelworkers
The general increase effective June 1, 1974, should read 30¢ plus 20%.

To May 1974 issue, page 18 -

Canadian Admiral Corporation Ltd. at Port Credit - Local 545, I.U.E.
Journeyman 1st Class rate effective Mar. 15, 1975, should read \$5.45.

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CANADA DEPARTMENT OF LABOUR

OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING JULY 1974



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

CONTENTS

This report consists of summaries of 43 collectively bargained settlements in Ontario's industries in July 1974. It also includes an addendum of 1 settlement which was received too late to be reported in the month in which it was ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

August 26, 1974

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AMENDMENT REPORTED IN THIS ISSUE

Ontario Government Civil Service Assn. of
Ontario (Ind.) (general services category)

FOOD AND BEVERAGE

Burns Foods Ltd., at Montreal, Qué., Kitchener, Ont., Brandon and Winnipeg, Man., Prince Alberta and Regina, Sask., Calgary and Edmonton, Alta., and Vancouver, B.C. - Canadian Food and Allied Workers (AFL-CIO/CLC): A 26-month renewal agreement effective from Apr. 1, 1974 to May 31, 1976, covering 2,030 employees. The plants in Alberta covering 765 employees were at a work stoppage, all other plants were at the post mediation bargaining stage.

Wages: Effective Apr. 1/74 Oct. 1/74 Apr. 1/75

General Increases 70¢ 65¢

Job Class Increments 5½¢(5¢)

Maintenance and Skilled
Trades Adjustments 1½¢

Ontario and Quebec

Base Rate \$4.80 \$5.45
 (\$4.10)

Tradesman \$5.85 \$6.065
 (\$5.15)

Manitoba, Saskatchewan
and Alberta

Base Rate \$4.77 \$5.42
 (\$4.07)

Tradesman \$5.82 \$6.575
 (\$5.12)

Health and
Welfare:

Life Insurance - one times annual earnings plus return of contribution to pension plan plus compounded interest. (Formerly one and one-third times annual earnings including contribution to pension plan).

Pension Plan:

Contributory Benefit - from April 1950, to March 1960, \$37 per month for each \$100 contributed to fund, \$40 per month for each \$100 after March 1960. (Formerly \$34 per month per \$100 contributions up to January 1970 and \$40 thereafter).

Special Supplement - for employees whose normal retirement date falls on July 1, 1974 through to and including May 1, 1976, who have not retired prior to July 1, 1974, a supplement based on \$2.00 per month per year of seniority (maximum 30 years prior to normal retirement date) less approximately 50% of improvement in Canada Pension Plan benefit between July 1, 1974 and normal retirement date.

Other Provisions: Details similar to the settlement reported on pages 2-4 for Canada Packers and the Canadian Food and Allied Workers.

Canada Packers Ltd. at Charlottetown, P.E.I., Montreal and Hull, Que., Toronto, Ont., St. Boniface - Winnipeg, Man., Moose Jaw, Sask., Edmonton, Red Deer, Calgary and Lethbridge, Alta., and Vancouver, B.C. - Canadian Food and Allied Workers (AFL-CIO/CLC): A 26-month renewal agreement effective from Apr. 1, 1974 to May 31, 1976, covering 5,500 employees. The plants in Alberta covering 1,005 employees were at a work stoppage, all other plants were at the post mediation bargaining stage.

Wages:	Effective	Apr. 1/74	Oct. 1/74	Apr. 1/75
General Increases		70¢		65¢
Increment Levels			5½¢(5¢)	

Maintenance and Skilled Trades Adjustments 1½¢

Ontario and Quebec

Base Rate	\$4.80 (\$4.10)		\$5.45
Tradesman	\$5.85 (\$5.15)	\$5.955	\$6.605

Manitoba, Saskatchewan and Alberta

Base Rate	\$4.77 (\$4.07)		\$5.42
Tradesman	\$5.82 (\$5.12)	\$5.925	\$6.575

Cost of Living Allowance: Effective October 1975 and January 1976, 1¢ for each 0.45 increase in excess of 1½% in the Consumer Price Index for the preceding quarter. COLA will not be included in base rate but will be subject to all premiums. (Formerly received a COLA in April, July and October, 1973, based on a formula of 1¢ for each 0.5 increase in excess of 1½% in the CPI for the preceding quarter. The COLA was folded-in at the time of each increase).

Shift Premium: 20¢(15¢) per hour.

Paid Holidays: Effective in 1975, one additional for a total of 10.

Paid Vacation: Effective Apr. 1, 1975, 3 weeks after 5(6) years' service, 4 after 15 years (no change) and 5 after 22(25) years.

Health and Welfare: Life Insurance - \$7,000 for all employees reducing to \$6,000 at age 55 and \$5,000 after age 60 (no change for married males, all others received coverage of \$2,000-\$5,000).

Major Medical - Effective in 1975, co-insurance on a 85%-15% basis.

Sick Pay - Effective August, 1974.

First 4-weeks of sick pay	\$99-\$107-\$115 based on salary levels (\$77 female and \$87 male).
Fifth and subsequent weeks	\$104-\$112-\$120 (\$82.50 female and \$93.50 male).

Effective Apr. 1, 1975.

First 4-weeks of sick pay	\$111-\$119-\$127
Fifth and subsequent weeks	\$116-\$124-\$132

Pension Plan: Non-Contributory benefit - for service after Apr. 1, 1975 - \$2.25 (\$1.75) per month per year of service.

Contributory benefit - from Apr. 1, 1948 to Mar. 31, 1958 - \$1.50 per month per year of membership.

From Apr. 1, 1958 to Mar. 31, 1978 - \$1.00 per month per year of membership.

Special Supplement - for employees whose normal retirement date falls on July 1, 1974 through to and including Apr. 1, 1978, who have not retired prior to July 1, 1974, a supplement based on \$2.00 per month per year of seniority (maximum 30 years prior to normal retirement date) less approximately 50% of improvement in Canada Pension Plan benefit between July 1, 1974 and normal retirement date.

Maximum - maximum \$720 for employees retiring July 1, 1974.

Severance Pay: If plant closes - Amount

Years of Completed Service	Effective Apr. 1/74	Effective Apr. 1/75
1	145 (130)	160
2	180 (165)	200
3	255 (230)	280
4	330 (300)	365
5	420 (380)	460
6	500 (455)	550
7	580 (525)	640
8	665 (605)	730
9	750 (680)	825
10	830 (755)	915
11-20	10-year allowance plus \$130 (\$120) for each year over 10.	10-year allowance plus \$145 for each year over 10.
21 and over	20-year allowance plus \$165 (\$150) for each year	20-year allowance plus \$180 for each year over 20.

Meal Allowance: \$2.00 (\$1.50).

Clothing Allowance: Rubber Boots - employer pays 50% of cost of first pair of rubber boots, and full cost of replacement boots. The replacement boots will remain the property of the employer. (Formerly employer paid 50% of rubber boots).

Swift Canadian Co. Ltd., at Moncton, N.B., Toronto, Ont., St. Boniface, Man., Edmonton, and Lethbridge Alta., and Richmond, B.C. - Canadian Food and Allied Workers (AFL-CIO/CLC): A 26-month renewal agreement effective from Apr. 1, 1974 to May 31, 1976, covering 2,000 employees. The plant in Alberta covering 750 employees was at a work stoppage, all other plants were at the post mediation bargaining stage.

Wages:	Effective	<u>Apr. 1/74</u>	<u>Oct. 1/74</u>	<u>Apr. 1/75</u>
	General Increases	67¢		65¢
	Job Class Increments		5½¢ (5¢)	
	Maintenance and Skilled Trades Adjustments		1½¢	
	<u>Ontario</u>			
	Base Rate	\$4.80 (\$4.13)		\$5.45
	Tradesman	\$5.85 (\$5.18)	\$5.955	\$6.065

Manitoba and Alberta

Base Rate	\$4.77 (\$4.10)	\$5.42
Tradesman	\$5.82 (\$5.15)	\$5.925

Health and Welfare: Major Medical - \$25-\$50 deductible, co-insurance on an 85%-15% basis. Optical benefits (new) of \$40 every 2 years with the normal deductibles and co-insurance not applying.

Pension Plan: Benefits - Effective Jan. 1, 1975, \$6.50 (\$5.00) per month, per year of service.

Severance Pay: If plant closes - based on weekly rate and years of service.

Other Provisions: Details similar to the settlement reported on pages 2-4 for Canada Packers and the Canadian Food and Allied Workers.

Heinz, H.J., Company of Canada Ltd. at Leamington - Local 459, Canadian Food and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1974 to Apr. 30, 1976, covering 1,000 employees, settled at the mediation stage.

Wages:	Effective	May 1/74	May 1/75
	General Increases	50¢	40¢
	Skilled Trades Adjustment	25¢	
	COLA Fold-in	15¢	
	Light Production (Job Gr. 1)	\$4.25 (\$3.60)	\$4.65
	Mtce. Mechanic A (Job Gr. 9A)	\$5.62 (\$4.72)	\$6.02
Cost of Living Allowance	Effective July 1, 1974, 1¢ per 0.5 increase in the Consumer Price Index (1961 equals 100), adjusted quarterly, with no maximum (previously a maximum of 5¢ per hour in each year of the agreement).		
Shift Premiums:	Effective July 6, 1974, 0-15¢-25¢(0-13¢-20¢).		
Paid Holidays:	Labour Day added for a total of 12.		
Paid Vacation:	Effective in 1974, 5 weeks after 22(26) years' service. Effective Jan. 1, 1975, 3 weeks after 7(8) years and 5 weeks after 21 years. Also 2 weeks after 1 year and 4 weeks after 16 years (no change).		
Health and Welfare:	<u>Weekly Indemnity</u> - Effective July 22, 1974, \$85(\$75) per week. Effective Apr. 22, 1975, 66 2/3% of earnings to maximum \$113 per week.		
Pension Plan:	<u>Basic Benefit</u> - Effective Jan. 1, 1974, \$8(\$7) per month for each year of service.		
	<u>Voluntary Retirement</u> - Effective Jan. 1, 1974, at age 55 after 30 years' service (new).		
	<u>Special Supplement</u> - Effective Jan. 1, 1974, \$2.50 per month per year of service to maximum of 30 years for early retirees. Effective Jan. 1, 1975, \$3 per month per year of service until age 65 or eligibility for statutory benefits.		
Bereavement Leave:	Grandparent-in-law added for up to 3 days' paid leave.		
Highway Transport Drivers:	Meal Allowance - Effective July 6, 1974, \$2.75(\$2.25).		

RUBBER

Minnesota Mining and Manufacturing of Canada Limited at London - Local 27,
Auto Workers (CLC): A 36-month renewal agreement effective
from May 1, 1974 to Apr. 30, 1977, covering 425 employees,
settled after a strike with mediation assistance.
(Previous agreement expired Apr. 30, 1974).

Wages:	Effective	<u>May 1/74</u>	<u>May 1/75</u>
General Increases		39¢	25¢
Additional Adjustments		15¢ for skilled tradesmen	
Cost-of-Living Fold-in		65¢ cost-of-living was folded into wage rates, leaving a float of 6¢	
Group A (includes Abrasive Handler)		\$4.83-\$4.88 (\$3.79-\$3.84)	\$5.08-\$5.13
Group I (includes Electrician)		\$5.97-\$6.17 (\$4.78-\$4.98)	\$6.22-\$6.42
Effective		<u>May 1/76</u>	
General Increases		20¢	
Group A (includes Abrasive Handler)		\$5.28-\$5.33	
Group I (includes Electrician)		\$6.42-\$6.62	
Maximum rates reached after probationary period of 45 days worked.			

Cost-of-Living Allowance: 1¢ per hour per 0.45 change in the Consumer Price Index (1961 = 100), to be adjusted quarterly (no change).

Shift Premiums: 0 - 18¢ - 21¢ (0 - 16¢ - 19¢).

Paid Holidays: One additional day is added, in 1974 and 1975 during the Christmas shutdown period and in 1976 on Heritage Day if declared a statutory holiday, for a total of 13(12).

Paid Vacations: 3 weeks after 5(7) years. Effective in 1975, 4 weeks after 13(15) years. Effective in 1976, 5 weeks after 23(25) years.

Bereavement Leave: One day's paid leave (new) granted upon death of brother-in-law and sister-in-law.

Welfare: Life Insurance and A.D.& D. - Benefits range from \$7,500 to \$10,000 (\$5,500 to \$7,500), based on earnings.
Weekly Indemnity Plan - Benefits range from \$115 to \$130 (\$82-\$95) per week based on earnings, payable on a 1-1-6-26 (1-1-8-26) basis, and payable on a 1-1-5-26 basis as of May 1976.
Long Term Disability Plan - Benefits of 50% of weekly earnings up to a maximum of \$400(\$345) per month, less payments from all other sources.
Dental Plan - Effective in 1976, employer pays 100% of the premiums for new basic dental plan, with deductibles of \$25 for single employees and \$75 for married employees, with 75% of remaining expenses paid.

TEXTILE

Centex Mills Inc. at Galt - Local 1441, Textile Workers (AFL-CIO/CLC): An 18-month renewal agreement effective from May 1, 1974 to Oct. 31, 1975, covering 250 employees, settled at the mediation stage. (Previous agreement expired Apr. 30, 1974).

Wages: Settlement pay of \$40 for employees on payroll as of July 3, 1974 and Sept. 14, 1974.

Effective	<u>July 8/74</u>	<u>May 1/75</u>
Increases	30¢ for low wage group; 20¢ for all other employees	15¢
Finishing General Help	\$2.30 (\$2.00)	\$2.45
Weaving Indirect	\$2.61 (\$2.31)	\$2.76
Loom High Fixers	\$4.00 (\$3.80)	\$4.15

Paid Vacations: Vacation pay of 5% after 4 (5) years' service.

3 weeks after 9 (10) years and 4 weeks after 18 (20) years.

Bereavement Leave: Son-in-law and daughter-in-law included in up to 3 days' paid leave.

Decor Metal Products at Midland, Port McNicoll and Penetanguishene - Local 1698, Textile Workers' Union of America (AFL-CIO/CLC):
An 18-month renewal agreement effective from Mar. 15, 1974 to Sept. 15, 1975, covering 520 employees, settled after a work stoppage.

	<u>Effective</u>	<u>Mar. 15/74</u>	<u>Feb. 15/75</u>
Wages:			
	Increases	50¢ - 60¢	25¢
	General Labour	\$3.25(\$2.75)	\$3.50
	Mechanic 1	\$4.20(\$3.65)	\$4.45
Shift Premiums:	0-15¢-20¢(0-10¢-12¢).		
Reporting Pay:	4½(4) hours' pay.		
Paid Holidays:	Easter Monday and a full day on December 24 and 31 are added for a total of 12 paid holidays (previously half days on December 24 and 31).		
Paid Vacation:	3 weeks after 5(10) years' service, 3(3½) weeks after 10 (15) years at 7% and 4 weeks after 15(18) years.		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - \$3,000 for all employees (\$5,000 males and \$1,000 females). Employees who were eligible for \$5,000 coverage on April 11, 1974, will continue to have such coverage for so long as they retain their seniority as of that date.		
	<u>Weekly Indemnity</u> - \$75 per week on a 1-8-15 basis.		
	<u>Extended Coverage</u> - Coverage beyond 15 weeks will continue to maximum of 6 months for life insurance, A. D. & D., weekly indemnity, OHIP and prescription drug plan, the last 3 months at the employee's expense.		
Bereavement Leave:	Definition of "immediate family" extended to include son-in-law and daughter-in-law, for up to 3 days' paid leave.		

FURNITURE AND FIXTURE

Sklar Furniture Limited (Peppler Div.) at Hanover- Local 2-500, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 275 employees, settled at the conciliation officer stage. (Previous agreement expired June 30, 1974).

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>
	General Increases	45¢	45¢
	Grade 1 (includes Lumber Handler)	\$2.64-\$3.10 (\$2.19-\$2.65)	\$3.09-\$3.55
	Grade 5 (includes Skilled Maintenance)	\$3.39-\$3.81 (\$2.94-\$3.36)	\$3.84-\$4.26
	Effective	<u>Jan. 1/76</u>	
	General Increases	10¢	
	Grade 1 (includes Lumber Handler)	\$3.19-\$3.65	
	Grade 5 (includes Skilled Maintenance)	\$3.94-\$4.36	
	Probationary period is 30 working days. Maximum rates reached after 18(24) months.		
Shift Premium:	18¢(12¢) per hour for night shift.		
Paid Holidays:	Full (half) day before New Year's Day granted and Boxing Day is added for a total of 11(9½).		
Vacation Pay:	7%(6%) for employees with 15 years' service.		
Welfare:	<u>Life Insurance, Weekly Indemnity Plan and Major Medical Plan</u> - Employer pays 85%(75%) of the premiums for these plans.		
	<u>Life Insurance</u> - \$5,000(\$3,000).		
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$70(\$45) per week, payable on a 1-8-25(13) basis.		
	<u>OHIP</u> - Employer pays 100%(90%) of the premiums for OHIP.		

PAPER AND ALLIED

Consolidated-Bathurst Ltd. at Hamilton, St. Thomas and Whitby - Locals 2-69, 2-242 and 2-337, International Woodworkers of America (AFL-CIO/CLC): Two 24-month and one 22-month renewal agreements, settled after a work stoppage.

<u>Location</u>	<u>No. of Empls.</u>	<u>Effective Date</u>	<u>Expiry Date</u>
Hamilton	205	Nov. 1/73	Oct. 31/75
Whitby	200	Nov. 1/73	Oct. 31/75
St. Thomas	150	Apr. 19/74	Feb. 29/76
<u>Wages:</u>		<u>Effective</u>	
Hamilton and Whitby		<u>Nov. 1/73</u>	<u>Nov. 1/74</u>
St. Thomas		<u>Apr. 19/74</u>	<u>Mar. 1/75</u>
<u>General Increases</u>			
Incentive Employees		55¢	40¢
Non-incentive Employees		60¢	45¢
<u>Adjustments</u>			
Mechanic "A"		20¢	
Others		4¢ - 20¢	
<u>Non-Incentive Rates</u>			
General Labour		\$3.66 (\$3.06)	\$4.11
Mechanic "A"		\$5.12 (\$4.32)	\$5.57
Cost of Living Allowance:	Effective Nov. 1, 1974, 1¢ for each 0.6 increase in the Consumer Price Index, adjusted quarterly. Effective July 1, 1975, 1¢ per 0.5 increase (new).		
Shift Premiums:	0-14¢-18¢(0-12¢-16¢). Effective in the second year of the agreement, 0-15¢-19¢.		
Shift Change:	First 8 hours worked on the changed shift will be paid at overtime rates if the employee has not received 24 hours' notice..		
Paid Holidays:	December 24, December 31 and January 2 are added for a total of 12. If Dominion Day falls on a Saturday or Sunday, the following Monday will be observed as a holiday.		
Paid Vacation:	3 weeks after 6 years' service. (No change for St. Thomas, previously after 8 years at Hamilton and Whitby). Also 1 week after 3 months, 2 weeks after 1 year, 4 weeks after 15 and 5 weeks after 25 years (unchanged).		
	Employees with 25 years' service will be granted an additional week of paid vacation when they attain age 60, 2 weeks at 61, 3 weeks at 62, 4 weeks at 63 and 5 weeks at 64. If not taken in the year it is allowed, the money equivalent will be paid on retirement.		

Health and
Welfare:

Life Insurance - Effective Aug. 1, 1974, schedule of insurance will be the coverage of twice annual salary for all employees (previously coverage equivalent to annual salary for female employees).

Weekly Indemnity - Effective Jan. 1, 1975, 70% of current wage rate on a 1-1-4-52 basis (70% of wage rates as at previous March 31 on a 1-4-4-52 basis).

Long Term Disability Plan (new) - Effective Jan. 1, 1975, provides benefits of 50% of salary to maximum \$666.67 per month, reduced by any payments made under any federal or provincial government plans, Workmen's Compensation payments or any other Company benefit or pension plan.

Duration of benefit period will equal the number of years of continuous service up to commencement of benefit under weekly indemnity plan or until retirement, whichever comes first.

An employee will be eligible for coverage after 5 months' employment.

Employer will pay the premium cost.

Pension Plan:

Effective July 1, 1974, the interest rate applicable to employee contributions will be increased to 5%(3%).

Effective Oct. 1, 1974, present members have a one-time opportunity to discontinue membership in plan.

Bereavement
Leave:

Definition of "immediate family" extended to include brother-in-law, sister-in-law, son-in-law, daughter-in-law, half-brother, half-sister, grandfather and grandmother for up to 3(1) days' paid leave; also step-mother and step-father (new).

Tool Allowance: Effective in 1974, Mechanic A - \$50(\$25)
Mechanic B - \$40(\$25)
Mechanic C - \$30(\$25)

PAPER AND ALLIED

Domtar Packaging Limited (Corrugated Products Division) at Toronto - Local 595, Chemical Workers (AFL-CIO/CLC): A 24 - month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 352 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1974).

Wages:	Effective	<u>July 1/74</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>
General Increases		60¢	5¢	re-opener for wages
Additional Adjustments		7¢ - 32¢ for Grades 1 and 2, due to upgrading to Grade 3		
Grade No. 3 (includes Assembler Helper)		\$4.09 (\$3.49)	\$4.14	
Grade No. 27 (Electrician)		\$6.31 (\$5.71)	\$6.36	
Shift Premiums:	Effective July 1, 1975, 0 - 15¢ - 22¢ (0 - 13¢ - 20¢).			
Overtime Pay:	Double time (time and one-half) for work after 12 consecutive hours.			
Paid Holidays:	Full (half) day before New Year's Day granted making a total of 11 ($10\frac{1}{2}$). Effective July 1, 1975, 1 floating day is added for a total of 12.			
Paid Vacations:	3 weeks after 7 (15) years. Effective July 1, 1975, 3 weeks after 6 years and 5 weeks after 22 (23) years.			
Vacation Pay:	Effective July 1, 1975, a new supplementary vacation pay provision, for employees with 25 years' service or more, of an additional: - 2% at age 60 - 4% at age 61 - 6% at age 62 - 8% at age 63 - 10% at age 64			
Welfare:	<u>Life Insurance and A.D. and D.</u> - Benefits increase to \$6,500, \$7,000 and \$8,000 (previously \$5,500, \$6,000 and \$7,000), depending on salary. <u>Weekly Indemnity Plan</u> - Benefits increase to 70% (66 2/3%) of weekly earnings up to a maximum of \$120 (\$100) per week, payable on a 1 - 1 - 4 - 52 (1 - 4 - 26) basis. <u>Major Medical Plan</u> - Deductibles of \$25 for single employees and \$25 (\$50) for married employees. <u>Dental Plan</u> - Effective July 1, 1975, employer pays 50% of the premiums for a new basic dental plan.			
Meal Allowance:	\$1.50 (\$1.40).			

METAL FABRICATING

The Bridge and Tank Company of Canada Limited (Hamilton Bridge Division) at Hamilton - Local 2537, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1974 to May 31, 1976, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired May 31, 1974).

Wages:	Effective	<u>June 1/74</u>	<u>Dec. 1/74</u>
General Increases		45¢	11¢ in lieu of cost-of-living allowance
Additional Adjustments		1¢ increase in increments to 10½¢ (9½¢) between job classes	
Job Class 1 (includes Sweeper)		\$3.81 (\$3.36)	\$3.92
Job Class 16 (includes Electrician)		\$5.385 (\$4.785)	\$5.495
Effective		<u>June 1/75</u>	<u>Dec. 1/75</u>
General Increases		30¢	14¢ in lieu of cost-of-living allowance
Additional Adjustments		3/4¢ increase in increments to 11½¢ between job classes	
Job Class 1 (includes Sweeper)		\$4.22	\$4.36
Job Class 16 (includes Electrician)		\$5.9075	\$6.0475

Shift Premiums: 0 - 15¢ - 18¢ (0 - 14¢ - 17¢). Effective June 1, 1975,
0 - 15¢ - 20¢.

Paid Vacations: 3 weeks after 6 (8) years and 5 weeks after 23 (25) years.
Effective in 1976, 3 weeks after 5 years.

Welfare: Life Insurance and A.D. & D. - \$7,000 (\$6,000), reduced to \$3,500 at age 60.

Weekly Indemnity Plan - Effective Aug. 1, 1974, benefits increase to \$100 (\$90) per week, payable on a 1 - 4 - 26 basis.

Dental Plan - Effective June 1, 1975, employer pays 100% of the premiums for new dental plan - Blue Cross No. 7.

Safety Shoe Allowance: Employer pays \$15 (\$10) per year towards the cost of safety shoes.

Clothing Allowance: Employer pays 100% (50%) of the cost of welders' gloves and sleeves of aprons, as required.

Coffee Break: One 10 minute break per shift (new).

Hawker Industries Limited (Canadian Bridge Division) at Windsor - Local 2471, Steelworkers (AFL-CIO/CLC): A 26-month renewal agreement effective from Apr. 1, 1974 to June 1, 1976, covering 208 employees, settled after a strike with mediation assistance. (Previous agreement expired Apr. 1, 1974).

Wages:	Effective	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>
General Increases		50¢	45¢
Cost-of-Living Fold-In		5½¢	
Job Class 3 (Includes General Labourer)	\$3.730 (\$3.175)		\$4.180
Job Class 18 (Includes Machinist)	\$5.005 (\$4.450)		\$5.455
Cost-of-Living Allowance:	1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) after the Mar. 1975 Index rises 6.75% above the Aug. 1974 Index, to be folded into the wage rates (previously 1¢ per hour per 0.6 change in the Consumer Price Index, up to a maximum of 5½¢).		
Shift Premiums:	0¢ - 15¢ - 15¢ (0¢ - 10¢ - 12¢).		
Paid Holidays:	Dec. 29 and Dec. 30 are added in 1975 only for a total of 12 (10) in that year.		

Bereavement Leave:	1 day's paid leave (new) granted upon death of grandparents, sister-in-law and brother-in-law, and 3 days', as previously, upon death of parents, wife, child, brother, sister, mother-in-law and father-in-law.		
Jury Duty Leave:	Employer makes up the difference between jury duty pay and regular pay, as previously. Maximum period of 14 days eliminated.		
Welfare:	<u>Life Insurance</u> - \$9,000 (\$6,000).		
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$115 (\$65) per week, payable on a 1 - 8 - 52 (1 - 4 - 26) basis.		
Pension Plan:	Effective Jan. 1, 1975, benefits increase to \$6.00 (\$3.50) per month per year of service, with retroactive payments from Jan. 1, 1966 to Jan. 1, 1975 for all employees retiring after Apr. 1, 1974.		
<u>Crown Cork and Seal Company Limited at Toronto - Employees Association (Ind):</u>			
	A 36 - month renewal agreement effective from July 1, 1974 to June 30, 1977, covering 278 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1974).		
Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>
	General Increases	28¢	16¢
	Cost-of-Living Fold-in	45¢ cost-of-living was folded into wage rates	—
	Additional Adjustments	—	•4¢ increase in increments to 10¢ between job classes
	Job Class 3	\$4.546 (\$3.816)	\$4.706
	Job Class 23	\$6.466 (\$5.736)	\$6.626
	Probationary period is 30 days worked (previously 90 calendar days).		
Cost-of-Living Allowance:	1¢ per hour per 0.3 (0.4) change in the Consumer Price Index (1961=100) above the Dec. 1973 base of 156.4 (previously Jan. 1972 base), to be adjusted quarterly.		
	Effective July 1, 1975 and July 1, 1976, cost-of-living fold-in of an amount calculated using the same formula applied to the B.L.S. Index. Cost-of-living allowance will then be reduced by these amounts.		

Shift Premiums:	Effective July 1, 1975, 3% (12¢) per hour for second shift, 5% (17¢) per hour for regular third shift and 17¢ (same) for short third shift.
Overtime Pay:	Time and one-half (new) and double time (new) on Saturday for hours worked in excess of 5, without a lunch period.
	Time and one-half (new) for work before or after regular short third shift schedule.
Paid Vacations:	Effective July 1, 1975, 4 weeks after 12 (13) years and effective July 1, 1976, 5 weeks after 20 (22) years.
	Effective July 1, 1975, vacation bonus of \$30 (new) per week of vacation, except for the year in which employee receives special allowance following 25th anniversary.
Jury Duty Leave:	Employer pays regular straight time rate for normal hours of work for jury duty, Crown Witness duty or for appearance before a governmental agency if employer has no detrimental interest (previously employer made up the difference between jury duty pay and regular pay).
Bereavement Leave:	Step-mother, step-father, step-sister, step-brother, half-sister and half-brother included in up to 3 days' paid leave to attend funeral or service, or 1 day's paid leave if unable to attend.
Severance Pay:	In the event of plant closing employee receives severance pay of: <ul style="list-style-type: none">- \$55 per year, plus \$2.00 per dependent up to 4 times credit units for a maximum of 26 weeks for employees with 2 years' service. Employees receive 1 credit unit for each 2 weeks of continuous employment.- \$2,000 for employees with 15 years' service- \$2,275 for employees with 16 years' service- \$2,600 for employees with 17 years' service- \$2,975 for employees with 18 years' service- \$3,425 for employees with 19 years' service- \$200 per year of service for employees with 20 years' service and over (previously \$31-\$51 per week depending on salary, plus \$2.00 per dependent for a maximum of 52 weeks, depending on credit units accumulated).
Travel Allowance:	Employees temporarily assigned to perform work away from their normal plant location receive payment for hours spent travelling outside basic 8 hour day (new) at straight time rate for a maximum of 8 hours, and time and one-half for Saturday, Sunday and Statutory holidays.

Welfare:

Life Insurance - Benefits of an amount equal to twice annual earnings (previously benefits of an amount equal to annual earnings) for primary wage earners.

Weekly Indemnity Plan - Benefits range from \$115-\$163 (\$45-\$95) per week based on classification, payable from the first day of accident and 7th day of illness for a period of 52 (40) weeks for employees with less than 2 years' service, 104 weeks (same) for employees with 2-10 years' service and 260 weeks (new) for employees with 10 years' service and over. Effective July 1, 1975, benefits range from \$120-\$168 per week, and effective July 1, 1976 benefits range from \$125-\$173 per week.

Dental Plan - Effective Aug. 1, 1975, employer pays 100% of the premiums for new dental plan to provide 50%-100% of charge depending on type of service provided, up to a maximum of \$750 per individual per year and \$500 per lifetime for orthodontic expenses for children under 19.

Pension Plan: Benefits range from \$11-\$15 (\$8.50) per month per year of service.

Weststeel-Rosco Ltd. at Toronto - Local 6448, Steelworkers (AFL-CIO/CLC):
A 24-month renewal agreement effective from June 14, 1974 to June 13, 1976, covering 320 employees, settled at the mediation stage. (Previous agreement expired June 13, 1974).

Wages:

Effective	<u>June 14/74</u>	<u>June 14/75</u>
General Increases	40¢	34¢
Additional Adjustments	2.5¢ increase in increments to 9½¢ (7¢) between job classes	1¢ increase in increments to 10½¢ between job classes
Reclassification of some jobs		
Job Class 1 (includes Cleaner)	\$4.14 (\$3.74)	\$4.48
Job Class 16 (includes Electrician)	\$5.565 (\$4.790)	\$6.055

Cost-of-Living Allowance: Effective July 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the July to September 1975 Indexes, to be adjusted quarterly, up to a maximum of 10¢.

Lead Hand Premium: 25¢(15¢) per hour.

Paid Vacations: Effective 1975, 5 weeks after 25(30) years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$120 per week, payable on a 1-3-52 basis (previously 66 2/3% of weekly earnings up to a maximum of \$100, payable on a 1-4-52 basis). Effective July 1, 1975, benefits of an amount equal to U.I.C. level up to a maximum of \$125 per week.

Dental Plan - Effective July 1, 1975, employer pays 100% of the premiums for a new basic dental plan with no deductibles.

Safety Shoe Allowance: Employer pays \$10.00(\$7.50) per year towards the cost of one pair of safety shoes.

MACHINERY

FMC of Canada Limited (Link-Belt Division) at Toronto - Local 3394, Steelworkers (AFL-CIO/CLC): A 22½-month renewal agreement effective from July 15, 1974 to May 31, 1976, covering 233 employees, settled after a strike with mediation assistance. (Previous agreement expired June 1, 1974).

Wages:	Effective	<u>July 15/74</u>	<u>Jan. 1/75</u>	<u>June 1/75</u>
General Increases		42¢	10¢	40¢
Additional Adjustments	1¢ increase in increments		—	1¢ increase in increments
Labour Grade 1 (Includes Chain Assembler Cottering)	\$3.65 (\$3.23)		\$3.75	\$4.15
Labour Grade 17 (Includes Maintenance Mechanic)	\$5.24-\$5.36 (\$4.66-\$4.78)		\$5.34-\$5.46	\$5.90-\$6.02

Probationary period is 3 months. Maximum rates reached after 1 six-month increase and 1 twelve-month increase.

Shift Premiums: 0¢ - 20¢ - 22¢ (0¢ - 16¢ - 18¢).

Paid Holidays: 1 floating day is added for a total of 11 (10).

Paid Vacations: Effective July 1, 1975, 3 weeks after 7 (8) years and 4 weeks after 16 (18) years.

Bereavement Leave: 1 day's paid leave (new) granted upon death of grandparents and grandparents of spouse.

Welfare: Life Insurance and A.D.& D. - \$7,000 (\$6,000).

Weekly Indemnity Plan - Benefits increase to \$90 (\$80) per week, payable on a 1 - 1 - 4 - 26 (1 - 1 - 8 - 26) basis. Effective June 1, 1975, benefits increase to \$100.

Life Insurance for Retirees - Benefits increase to \$1,000 (\$500) for employees who retire after July 11, 1974.

Pension Plan: Effective Jan. 1, 1975, benefits of \$5 per month per year of service prior to Jan. 1, 1975 and \$6 per month per year of service after Jan. 1, 1975. (Previously \$5 per month per year of future service and \$3 per month per year of service prior to Jan. 1, 1969).

Minimum of \$100 per month at age 55 in the event of retirement due to permanent and total disability for employees with 10 years' service or more (previously \$1.83 per month per year of service up to a maximum of \$55 per month for employees with 15 years' service or more).

Survivor option (new) provides surviving spouse with 50% of reduced pension, if employee elects to take a 10% reduction in pension on retirement.

Safety Shoe Allowance: Employer pays \$18 (\$13) for safety shoes purchased once each year.

Instruction Pay: 25¢ (10¢) per hour for employees required to instruct a new operator.

Computing Devices of Canada Ltd., at Ottawa - Employees' Association of Computing Devices of Canada Ltd. (Ind.) (plant, clerical and technical employees): A 26-month renewal agreement effective from Aug. 1, 1974 to Sept. 30, 1976, covering 600 employees, settled at the bargaining stage.

Wages:	Effective	<u>Aug. 1/74</u>	<u>Oct. 1/75</u>
	General Increases	12%	9%
	Adjustments to Lower Levels	4¢-15¢	
	Base Rate	\$2.40 (\$2.01)	\$2.62
	Assembler 3(start)	\$3.28 (\$2.89)	\$3.58
	Tool Maker	\$5.42 (\$4.84)	\$5.91
Cost of Living Allowance:		Effective Oct. 1, 1975, 1¢ for each 0.4 increase in the Consumer Price Index after an increase of 9% in the previous year (new).	
Lead Hand Premium:		35¢(20¢).	
Long Service Pay:		<u>Long Service Pay</u> (new) - 10¢ per hour after 5 years' service, 20¢ after 10 years' service and 30¢ after 15 years.	
Paid Holidays:		One additional floating holiday for a total of 11.	
Paid Vacation:		3 weeks after 12(15) years service.	
Health and Welfare:		<u>Sick Leave</u> - An employee with 5 years' service who retires or is permanently laid off will receive 10% to 30% sick leave accumulated since 1967.	

TRANSPORTATION EQUIPMENT

Hayes-Dana Ltd. at St. Catharines and Thorold - Local 676, United Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1974 to May 31, 1977, covering 1,650 employees, settled after a work stoppage.

Wages:	Effective	<u>June 1/74</u>	<u>June 1/75</u>	<u>June 1/76</u>
	General Increases	15¢	17¢	18¢
	COLA Fold-in	24¢		
	COLA Adjustment	52¢		
	Adjustments			
	- skilled trades	25¢		
	- non-production employees			5¢

	June 1/74	June 1/75	June 1/76
Labourer	\$5.09 (\$4.18)	\$5.31	\$5.49
Electrician	\$6.22 (\$5.06)	\$6.39	\$6.57
Cost of Living Allowance:	24¢ of the present 29¢ COLA was incorporated into rates in addition to 52¢ overage adjustment. A 5¢ per hour COLA float remains. New Formula: 1¢ per hour for each 0.35(0.4) increase in the Consumer Price Index, adjusted quarterly.		
Shift Premiums:	0-25¢-30¢(0-20¢-25¢).		
Paid Holidays:	An additional 7 paid holidays over the term of the contract: 13(12) in the first year and 15 in the second and third years.		
Health and Welfare:	<u>Life Insurance</u> - \$12,000(\$9,000). <u>A. D. & D.</u> - \$6,000(\$4,500).		
	<u>Weekly Indemnity</u> - Effective June 1, 1974, \$120 per week; June 1, 1975, \$125; June 1, 1976, \$130.		
	<u>Long Term Disability</u> (new) - Plan will be effective June 1, 1976.		
	<u>Dental Plan</u> (new) - Effective June 1, 1975.		
Effective	<u>Optical & Home Nursing</u> (new) - Effective June 1, 1976.		
Pension Plan:	Early retirement at age 58 with 30 years' service (new).		

Port Weller Dry Docks Ltd. at Port Weller - Local 680, Boilermakers and Local 303, International Brotherhood of Electrical Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 26, 1974 to May 29, 1976, covering 300 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	May 26/74	July 22/74	May 26/75
	Increases	30¢ - 65¢		43¢ - 54¢
	Flexibility of * Trades Adjustment		30¢ max.	
	Labourer	\$3.81 (\$3.51)		\$4.24
	Shipwright 1	\$4.86 (\$4.21)	\$5.16	\$5.69

* Flexibility of trades for the purpose of reducing waiting time: Any employee in any department may be required to perform any temporary function regardless of his classification and regardless of the level of employment in the yard.

Health and Welfare:	<u>Group Life Insurance</u> - \$1,000 for employees on lay-off, for a period of 3 months from the date of lay-off (new).
Pension Plan:	Employer pays 8.7¢(7.5¢) per hour to plan.
Meal Allowance:	\$2(\$1).
Safety Glasses:	Employer pays half the cost of prescription safety glasses damaged on the job where cost is not covered by Workmen's Compensation (new).
Safety Shoes:	Employer pays \$10(\$2) per pair to maximum of 2 pairs per year.
Jury Duty:	Employee receives his normal wages including shift premium, where applicable (previously employee received his normal wages only).

RCA Limited at Prescott - Local 523, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 15, 1974 to July 14, 1976, covering 800 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 17/74</u>	<u>July 9/75</u>
	General Increases	.45¢	35¢
	Adjuster-tester (Labour Gr. 7)	\$3.43 (\$2.98)	\$3.78
	Electrician A (Labour Gr. 15)	\$4.73 (\$4.28)	\$5.08
Cost of Living Allowance:	Effective July 1975, 1¢ for each .45 change in the Consumer Price Index, to maximum of 20¢ per hour (new).		
Paid Holidays:	One floating holiday added for a total of 11 paid holidays.		
Paid Vacation:	Effective July 1, 1974, 3 weeks after 6(7) years' service; effective in 1975, 3 weeks after 5 years.		
Health and Welfare:	<u>Weekly Indemnity</u> - 66 2/3%(60%) of earnings to a maximum of \$113(\$90) per week.		
	<u>Major Medical</u> - Deductibles reduced to \$10-\$20(\$25-\$50) with no co-insurance (80%-20%).		

Croven Limited at Whitby - Local 1090, Auto Workers (CLC): A 24-month renewal agreement effective from June 2, 1974 to June 2, 1976, covering 200 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired June 1, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>June 1/74</u>	<u>Dec. /74</u>
General Increases		50¢	-
Cost-of-Living Guarantee		-	15¢
Rate Code 101 (Includes Can Processing Operator)	\$2.79 - \$2.99 (\$2.29 - \$2.49)		\$2.94 - \$3.14
Maintenance Mechanic Class 1	\$5.22 (\$4.72)		\$5.37
<u>Effective</u>	<u>June /75</u>	<u>Dec./75</u>	
General Increases	25¢	-	
Cost-of-Living Guarantee	15¢	15¢	
Rate Code 101 (Includes Can Processing Operator)	\$3.34 - \$3.54		\$3.49 - \$3.69
Maintenance Mechanic Class 1	\$5.77		\$5.92
Probationary period is 45 working days. 10¢ increase for Rate Code 101 after 45 working days. Maximum rates reached after 12 months.			
<u>Cost-of-Living Allowance:</u>	Effective May 1974, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100), above the May 1974 Index, to be adjusted quarterly. First payment in Sept. 1974.		
<u>Paid Holidays:</u>	One floating day is added for a total of 11(10). Effective in 1975, one additional floating day is added for a total of 12.		
<u>Paid Vacations:</u>	4 weeks (new) after 15 years. Effective in 1975, 3 weeks after 6(7) years.		
<u>Maternity Leave:</u>	Seniority will accumulate during maternity leave (new).		

Welfare:	<u>Weekly Indemnity Plan</u> - Effective June 2, 1975 , benefits increase to \$60 (\$45) per week, payable on a 1-8-26 basis. Effective July 12, 1975, benefits increase to \$65 per week.
	<u>Extended Health Care Plan (includes Drugs)</u> - Effective Aug. 1, 1974, employer pays 100% of the premiums for a new plan, with deductibles of \$10 for single employees and \$20 for married employees.
Pension Plan:	Effective Jan.1, 1976, employer pays 7¢ per hour towards the cost of new pension plan, details to be decided.

CHEMICAL AND CHEMICAL PRODUCTS

Sterling Drug Ltd. at Aurora - Local 9-435, Oil Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 6, 1974 to May 6, 1976, covering 200 employees, settled at the mediation stage. (Previous agreement expired May 5, 1974).

Wages:	Effective	May 6/74	May 6/75
	General Increases	12.5%, with minimum increase of 40¢ per hour	40¢
	Additional Adjustments	10¢ for certain classifications	
	Operator	\$3.16 - \$3.54 (\$2.76 - \$3.14)	\$3.56 - \$3.94
	Stock Handler	\$3.69 - \$4.03 (\$3.28 - \$3.58)	\$4.09 - \$4.43
	Machinist	\$4.94 - \$5.30 (\$4.39 - \$4.71)	\$5.34 - \$5.70

Probationary period is 65 days worked within a twelve-month period. Maximum rates reached after 3 three-month increases.

Shift Premiums: 0 - 14¢ - 14¢ (0 - 12¢ - 12¢).

Paid Holidays: Full (half) day as a floating holiday before Christmas granted making a total of 10 (9½).

Welfare: Life Insurance, A.D.&D., Weekly Indemnity Plan and Supplementary Hospital Plan - Employer pays 85% (75%) of the premiums for these plans.

Major Medical Plan (includes Drugs) - Effective in 1974, new major medical plan with deductibles of \$25 for single employees and \$50 for married employees. Basis for premium payment to be employee share of U.I.C. refund supplemented by company contributions.

Meal Allowance: \$2.00 (\$1.25).

Allied Chemical Canada Ltd. at Amherstburg - Local 89, Auto Workers (CLC):

A 30-month renewal agreement effective from May 1, 1974 to Oct. 31, 1976, covering 400 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 30, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>May 1/74</u>	<u>July 1/74</u>
General Increases		36¢	-
Cost-of-Living Fold-in		-	73¢ cost-of-living was folded into wage rates
Grade 2 (includes General Labour)		\$5.06 (\$4.70)	\$5.79
Grade 8 (includes Electrician)		\$5.77 (\$5.41)	\$6.50
<u>Effective</u>	<u>May 1/75</u>	<u>May 1/76</u>	
General Increases		25¢	15¢
Grade 2 (includes General Labour)		\$6.04	\$6.19
Grade 8 (includes Electrician)		\$6.75	\$6.90
Cost-of-Living Allowance:	1¢ per hour per 0.4 change in the Consumer Price Index (1961 = 100), to be adjusted quarterly (no change).		
Shift Premiums:	0 - 24¢ - 36¢ (0 - 22¢ - 34¢). Effective May 1, 1975, 0 - 26¢ - 38¢. Effective May 1, 1976, 0 - 27¢ - 39¢.		
Pay for Work on a Paid Holiday:	Double time (time and one-half) in addition to regular holiday pay.		
Bereavement Leave:	3(1) days' paid leave granted upon death of grandchild. Grandparents included in 1 day's paid leave.		
Welfare:	<u>Life Insurance and A.D. and D.</u> - Effective Aug. 1, 1974, \$9,500 (\$8,000) and effective May 1, 1975, \$10,500.		
	<u>Weekly Indemnity Plan</u> - Effective Aug. 1, 1974, benefits increase to \$130 (\$110) per week, payable on a 1-8-52 basis. Effective May 1, 1975, benefits increase to \$140 per week and effective May 1, 1976, \$145 per week.		

MISCELLANEOUS MANUFACTURING

RCA Limited at Smiths Falls - Local 542, Electrical Workers (I.U.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 28, 1974 to Apr. 27, 1976, covering 320 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 27, 1974).

Wages:	Effective	<u>Apr. 28/74</u>	<u>Apr. 28/75</u>
General Increases		38¢	35¢
Additional Adjustments		0.5¢ - 3.5¢ depending on months of service, for Light Machine Operator due to upgrading to Grade 2	
Labour Grade 2 (Includes Assembler Operator)		\$3.03 - \$3.27 (\$2.70 - \$2.89)	\$3.43 - \$3.62
Labour Grade 15 (Includes Electrician "A")		\$4.24 - \$4.50 (\$3.86 - \$4.12)	\$4.59 - \$4.85

Probationary period is 2 months. Maximum rates reached after 4 three-months increases.

Cost-of-Living Allowance: Effective May 1975, new cost-of-living provision of 1¢ per hour per 0.45 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the May and July 1975 Indexes, to be adjusted quarterly, up to a maximum of 20¢ per year. First payment in Aug. 1975.

Paid Holidays: One floating day is added for a total of 11(10).

Paid Vacations: Effective July 1, 1974, 3 weeks after 6(8) years. Effective July 1, 1975, 3 weeks after 5 years.

Welfare: Weekly Indemnity Plan - Benefits of 66-2/3 of weekly earnings up to a maximum of \$113 per week (previously benefits ranged from 60% to 90% of weekly earnings depending on salary), payable on a 1-8-26 basis.

Major Medical Plan - Deductibles reduced to \$10(\$25) for single employees and \$20(\$50) for married employees.

Semi-Private Hospitalization - Maximum allowance of \$6(\$5) per day.

ELECTRIC POWER, GAS AND WATER UTILITIES

Union Gas Ltd. at various centres in Southern Ontario - Oil, Chemical and Atomic Workers' International Union (AFL-CIO/CLC) and International Chemical Workers' Union (AFL-CIO/CLC) (hourly paid and clerical employees): Four 24-month renewal agreements effective from Jan. 1, 1974 to Dec. 31, 1975, covering 1,095 employees, settled after a work stoppage.

Wages:	Effective	<u>July 24/74</u>	<u>Dec. 29/74</u>
	General Increases	13.5%	45¢ per hour or \$17 per week
	Yardman (after probation)	\$4.03 (\$3.55)	\$4.48
	Serviceman and Maintenanceman Class 1	\$5.02-\$5.45 (\$4.42-\$4.80)	\$5.47-\$5.90
	Special Serviceman (Top Skilled Trade)	\$5.86 (\$5.16)	\$6.31
	Clerical Grade 1 (start)	\$108.00 (\$95.00)	\$125.00
	Clerical Grade 7 (top)	\$197.00 (\$173.50)	\$214.00
Settlement Pay:	\$125 lump sum.		
Cost of Living Allowance:	Effective in 1975, 1¢ for each 0.4 increase in the Consumer Price Index (1961 equals 100) in excess of 6% above the December 1974 level. Adjusted monthly with a cap of 25¢ (new).		
Shift Premiums:	0-18¢-24¢(0-14¢-20¢).		
Sunday Premium:	25¢ per hour (new).		
Overtime:	<u>On first day of rest - time and one-half for first 4(8) hours, then double time.</u> Effective in 1975, time and one-half for first 2 hours, double time thereafter.		
Standby Pay:	\$3.50 for any period on standby of 8 hours or less on a workday, plus an additional \$1.50 for periods of up to 16 hours (formerly \$3.50 for up to 16 hours). \$7(\$5) per day on scheduled days off. \$9(\$7) on paid holiday.		
Work on a Paid Holiday:	Double time for all hours worked (time and one-half for first 8 hours, double time thereafter).		
Paid Vacation:	3 weeks after 5(6) years' service, 4 weeks after 12(16) years and 5 weeks after 27(30) years. Effective in 1975, 4 weeks after 11 years, 5 weeks after 25 years.		
Health and Welfare:	<u>Weekly Indemnity</u> - 75%(60%) of base pay.		

Long Term Disability - 60%(50%) of base pay. Employer pays 100% of cost of health and welfare premiums while employee is on long term disability.

Dental Plan - Effective Aug. 1, 1974, employer pays 100% of premium cost of plan (new).

Sick Pay - 90% of employee's base rate (previous formula provided 90% of employee's net base rate after taxes).

RETAIL TRADE

Steinberg's Ltd. at various centres in Ontario - Local 175 and 633, Canadian Food and Allied Workers (AFL-CIO/CLC) (retail food employees full and part-time): A 24-month renewal agreement effective from June 22, 1974 to June 20, 1976, covering 4,500 employees, settled at the mediation stage.

Wages:	Effective	<u>June 23/74</u>	<u>June 23/75</u>
Weekly Increases		\$29	\$17
Adjustment for Meat Cutter and Asst. Meat Manager		\$4	
Service Clerk (maximum after 12 months)	\$150.00-\$193.50 (\$121.00-\$164.50)		\$167.00-\$210.50
Production Clerk (maximum after 27 months)	\$162.00-\$215.50 (\$133.00-\$186.50)		\$179.00-\$232.50
Asst. Meat Manager	\$249.50 (\$216.50)		\$266.50
Meat Manager (maximum after 12 months)	\$261.00-\$271.00 * (\$232.00-\$242.00)		\$278.00-\$288.00 *

* plus premium.

Hours of Work: Effective June 22, 1974, 39(40) hours per week.

Wage Adjustment: Effective in the second year of the agreement, if the Consumer Price Index for June 1975 exceeds that of June 1974 by 5%, full-time employees will receive \$42 in each quarter with the first payment in September 1975. Part-time workers will receive 8¢ for each hour worked.

Night Shift Premium: 50¢(35¢) per night.

Night Keyman \$20(\$10) per week.
Premium:

Paid Vacation: 4 weeks after 10(11) years' service and 5 weeks after 20 (23) years.

Health and Weekly Indemnity - 75%(70%) of regular wage.
Welfare:

Long Term Disability - 65%(60%) of regular wage.

Dental Plan - Employer contributes 7¢(5¢) per hour worked.

Bereavement Definition of "immediate family" extended to include
Leave: grandchildren for up to 3 days' paid leave.

Out-of-town \$75(\$40) per week.
Living Allowance:

Meal Allowance: \$2.25(\$2) supper money.

Transportation 14¢(11¢) per mile.
Allowance:

EDUCATION AND RELATED SERVICES

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (operations and maintenance employees):
A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 650 employees, settled at the bargaining stage.

Wages:	Effective	<u>Nov. 1/73</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases			8%	10%
Adjustment		5¢		
Caretaker	\$3.93-\$4.19 (\$3.88-\$4.14)	\$4.26-\$4.55	\$4.69-\$5.01	
Chief Caretaker Group 8		\$5.77 (\$5.72)	\$6.26	\$6.89
Shift Premiums:	Effective Jan. 1, 1974, 0-22¢-22¢(0-19¢-20¢).			
Lead Hand Premium:	25¢(9.6¢) per hour.			
Paid Vacation:	Effective in the 1974 vacation year, 4 weeks after 13(15) years' service and 5 weeks after 22(25) years.			

Health and
Welfare:

Group Life Insurance - Effective Aug. 1, 1974, the Board pays 75%(66 2/3%) of premium cost.

Effective Aug. 1, 1974, an employee who takes early retirement may continue his group life insurance coverage until his 65th birthday. The employee will pay the full cost of the premium.

O.H.I.P. and Blue Cross Extended Health Care Plan - Board pays 100%(66 2/3%) of premium cost. If the Blue Cross Plan is modified to exclude the 80/20% co-insurance factor, the revised plan will be implemented.

Long Term Disability Plan (new) - To be effective on or after Jan. 1, 1975, provided 50% of the eligible employees enrol. Plan will provide for payment of 65% of normal earnings to a set maximum. The Board will contribute 75% of the premium cost.

Mileage
Allowance:

Effective from date of ratification, Maintenance Improver, Electrician, Plumber, Carpenter and Painter, 20¢(12¢) per mile; other employees 15¢ per mile (new).

HEALTH AND WELFARE SERVICES

Hamilton Civic Hospitals and forty-one other hospitals at various centres - Nurses' Association, Hamilton Civic Hospitals (Ind.), Ontario Nurses' Association (Ind.) and other Nurses' Associations (Ind.) (full and part-time nurses): Forty-two 11-month agreements effective from July 31, 1974 (some are effective earlier in July) to June 30, 1975, covering 9,025 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
	General Monthly Increases	\$145-\$155	\$50
<u>Monthly Rates</u>			
	Registered Nurse	\$800-\$910	\$850-\$1,020
	Effective	<u>Jan. 1/74</u>	<u>Apr. 1/75</u>
	General Monthly Increases	\$65	\$30
	Registered Nurse	\$915-\$1,115	\$945-\$1,145

Increment
Levels:

Effective July 1, 1974, 1 additional step added to the top of the range for a total of 7. Effective Jan. 1, 1975, one additional step for a total of 8.

Shift Premium: Increased by 40¢ to a maximum of \$1.50 per shift.

Standby Pay: Standby pay increased by 50% to a maximum of \$1.50 per hour, minimum \$6.00 per standby tour.

Work on a Paid Holiday: On a holiday or any other day paid at time and one-half rate - double time for all hours of overtime.

Paid Vacation: Effective Jan. 1, 1975, 3 weeks after 1 year's service. The qualifying period for 4 weeks vacation will be reduced by 1 year but not earlier than after 3 years or later than after 5 years.

Part-Time Nurse

Wages: Part-time nurses receive an additional 6% to 12% in lieu of fringe benefits.

<u>Hospitals Involved</u>	<u>Number of Employees</u>
Ajax & Pickering General Hospital	50
Belleville General Hospital	255
Burlington Joseph Brant Memorial Hospital	165
Guelph General Hospital	100
Guelph St. Joseph's Hospital	100
Hamilton Civic Hospitals	765
Huntsville District Memorial Hospital	35
Kapuskasing Sensenbrenner Hospital	55
Kenora Lake of the Woods District Hospital	70
Kingston General Hospital	345
Kitchener St. Mary's General Hospital	165
London St. Joseph's Hospital	215
London Victoria Hospital	575
Niagara Falls, The Greater Niagara General Hospital	130
Orillia Soldiers' Memorial Hospital	120
Ottawa General Hospital	415
Ottawa Montfort Hospital	115
Ottawa St. Vincent Hospital	90
Pembroke General Hospital	100
Peterborough St. Joseph's General Hospital	110
Port Hope & District Hospital	80
Renfrew-Victoria Hospital	100
St. Catharines General Hospital	330
St. Catharines Hotel Dieu Hospital	125
Sault Ste. Marie Plummer Memorial Public Hospital	180
Simcoe Norfolk General Hospital	85
Sioux Lookout General Hospital	20
Stratford General Hospital	190
Thunder Bay McKellar General Hospital	125
Toronto Clarke Institute of Psychiatry	120
Toronto General Hospital	765
Toronto Mount Sinai Hospital	145
Toronto Northwestern General Hospital	225
Toronto Queensway General Hospital	365
Toronto St. Joseph's Hospital	445

Toronto St. Michael's Hospital	425
Toronto Sunnybrook Hospital	300
Toronto Wellesley Hospital	390
Toronto Women's College Hospital	175
Windsor Grace Hospital	200
Windsor Hotel Dieu of St. Joseph Hospital	205
Windsor Western Hospital Centre Inc. (Riverview Unit)	55

Kingston General Hospital at Kingston - Local 1974, Canadian Union of Public

Employees (CLC) (support service and office employees):
Two 17½-month renewal agreements effective from July 15, 1974 to Dec. 31, 1975, covering 730 employees, settled at the bargaining stage. (The previous agreements were effective from Jan. 1, 1973 (support service) or Apr. 1, 1973 (office) to Dec. 31, 1974. The contracts were reopened and extended to Dec. 31, 1975.)

Wages: Effective July 15/74 Jan. 1/75

Monthly Increases

Support Services \$91-\$111 \$59-\$61

Office \$65 \$55

Monthly Rates

Support Service

Dietary Aide (top)	\$550 (\$459)	\$610
Electrician (top)	\$874 (\$779)	\$933

Office

Mail Clerk(Gr.3)(top)	\$550	(\$485)	\$605
Exec. Secretary	\$703	(\$638)	\$758
(Gr. 7) (top)			

Effective July 1/75 Sept. 1/75

Monthly Increases

Support Services \$50-\$52 \$34-\$35

Office \$28 \$16-\$17

Monthly Rates

Support Service

Dietary Aide	\$660	\$694
Electrician	\$985	\$1,022

Office

Mail Clerk(Gr.3)	\$633	\$650
Exec. Secretary	\$786	\$803
(Gr.7)		

Note: The former rates for the support service were effective Jan. 7, 1974; the rates for the office were effective Apr. 7, 1974.

The previous agreement covering the support service employees provided an increase of \$17 effective Aug. 5, 1974. The increase is no longer applicable.

Health and Welfare:

Sick Leave - Effective Jan. 1, 1975, accumulates at the rate of $1\frac{1}{2}$ (1) day per month.

Ottawa Civic Hospital - Local 576, Canadian Union of Public Employees (CLC):

A 21-month renewal agreement effective from Apr. 1, 1974 to Dec. 31, 1975, covering 1,400 employees, settled at the post conciliation bargaining stage.

Wages:

	<u>Effective</u>	<u>Apr. 1/74</u>	<u>Apr. 29/74</u>	<u>Jan. 6/75</u>
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General Monthly Increases	\$34	\$38	\$59
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Monthly Rates

Dietary Aide	\$495.14-\$524.47 (\$461.14-\$490.47)	\$533.14-\$562.47	\$592.14-\$621.47
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Orderly	\$592.91-\$654.82 (\$558.91-\$620.82)	\$630.91-\$692.82	\$689.91-\$751.82
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1st Chef	\$736.30-\$843.84 (\$702.30-\$809.84)	\$774.30-\$881.84	\$833.30-\$940.84
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<u>Effective</u>	<u>July 7/75</u>	<u>Sept. 1/75</u>
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General Monthly Increases	\$52	\$35
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Monthly Rates

Dietary Aide	\$644.14-\$673.47	\$679.14-\$708.47
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Orderly	\$741.91-\$803.82	\$776.91-\$838.82
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1st Chef	\$885.30-\$992.84	\$920.30-\$1,027.84
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Standby Pay:

\$1.00(50¢) per hour.

Health and Welfare:

Sick Leave - employee receives sick leave credits retroactive to start of employment after 3(6) months' service.

Bereavement Leave:

Grandchild included in immediate family for up to 3 days' paid leave.

Adoption Leave: Up to 6 months' leave for the adoption of child (new).

Ottawa Civic Hospital at Ottawa - Nurses' Association Ottawa Civic Hospital (Ind.)
(full and part-time): Two 18-month renewal agreements effective from Jan. 1, 1974 to July 3, 1975, covering 1,025 employees, settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
	General Monthly Increases	\$150	\$50
<u>Monthly Rates</u>			
	Registered General Staff Nurse	\$800-\$910 (\$650-\$760)	\$850-\$1,050
	Assistant Head Nurse with B.A.	\$920-\$1,040 (\$770-\$890)	\$970-\$1,170
	Teacher with M.A.	\$1,013-\$1,133 (\$863-\$983)	\$1,063-\$1,263
	Effective	<u>Jan. 1/75</u>	<u>Apr. 1/75</u>
	General Monthly Increases	\$65	\$30
	Registered General Staff Nurse	\$915-\$1,115	\$945-\$1,145
	Assistant Head Nurse with B.A.	\$1,035-\$1,235	\$1,065-\$1,265
	Teacher with M.A.	\$1,128-\$1,328	\$1,158-\$1,358
Increment Levels:	Effective July 1, 1974, 2 additional steps added to the top of the range for a total of 8 steps.		
Retroactivity:	Employees who have left the hospital since Jan. 1, 1974, have 30 days to claim retroactive pay.		
Hours of Work:	Effective July 1, 1974, 37½(38 3/4) hours per week.		
Shift Premium:	Effective July 3, 1974, 0-\$1.50 per shift (0-\$1.00 per shift for nurses. 0-14.2¢ per hour for teachers).		
Overtime:	Effective July 3, 1974, time and one-half for first 4 hours of overtime, double time thereafter (time and one-half for all hours of overtime).		
Weekend Work:	Time and one-half for first 4 hours worked, double time thereafter for work on the fourth consecutive weekend worked (time and one-half for all hours worked).		
Call-back Pay:	Guarantee of 3(2) hours pay at time and one-half rate. Time and one-half for first 4 hours worked on call-back, double time thereafter (time and one-half for all hours worked).		

Standby Pay: \$1.50(\$1.00) per hour.

Responsibility Allowance: 50¢(25¢) per hour.

Paid Vacation: Effective Jan. 1, 1975, 3 weeks after 1 year's service (no change), 4 after 3(4) years and 5 after 18(20) years. For teachers - 4 weeks after 1 year's service (no change) and 5 weeks after 18(20) years.

Health and Welfare: Hospital-Medical - employer pays 100%(75%) of premium cost.

Leave for Union Business: 5 nurses on unpaid leave for a maximum of 50(35) days in one year.

Scheduling: Maximum of 7(8) consecutive days worked without days off.

Part Time Nurses

Wages: Part-time nurses receive an additional 10%-12% in lieu of fringe benefits.

Vacation Pay: 8% (new) after 3 years' service.

Other Provisions: Overtime and responsibility pay clauses are the same as for full-time nurses. Other provisions are not applicable.

Royal Victoria Hospital at Barrie and five other Georgian Bay area hospitals
- Service Employees International Union (AFL-CIO/CLC):
Six 18-month renewal agreements effective from July 1, 1974 to Dec. 31, 1975, covering 630 employees, settled at the bargaining stage. (The previous agreements were effective from Jan. 1, 1974 to June 30, 1975. The contracts were reopened and extended to Dec. 31, 1975.)

Wages:	Effective	<u>July 1/74</u>	<u>Jan. 1/75</u>
General Monthly Increases		\$85	\$59
Ambulance Driver/ Attendant Adjustments		\$10	\$6

Royal Victoria Hospital

Monthly Rates

Basic Female	\$507-\$541 (\$422-\$456)	\$566-\$600
Orderly and RNA	\$639-\$690 (\$554-\$605)	\$698-\$749
Ambulance Driver/ Attendant	\$692-\$743 (\$597-\$648)	\$757-\$808
Maintenance 1 (Electrician)	\$776-\$810 (\$691-\$725)	\$835-\$869

<u>Effective</u>	<u>July 1/75</u>	<u>Sept. 1/75</u>
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General Monthly Increases	\$52	\$35
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Ambulance Driver/ Attendant Adjustments	\$6	\$5
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Monthly Rates

Basic Female	\$618-\$652	\$653-\$687
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Orderly and RNA	\$750-\$801	\$785-\$836
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Ambulance Driver/ Attendant	\$815-\$866	\$855-\$906
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Maintenance 1 (Electrician)	\$887-\$921	\$922-\$956
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The former rates shown were effective Jan. 1, 1974. The previous contract provided increases of \$30-\$35 on Aug. 1, 1974 and \$25-\$35 on Mar. 1, 1975. These increases are no longer applicable.

<u>Hospitals Involved</u>	<u>Local Number</u>	<u>Number of Employees</u>
Collingwood General and Marine Hospital, Collingwood	204	90
Dufferin Area Hospital, Orangeville	204	85
Huntsville and District Hospital, Huntsville	478	70
Orillia Soldiers Memorial Hospital, Orillia	204	120
Royal Victoria Hospital, Barrie	204	220
St. Andrews Hospital, Midland	204	70

St. Mary's General Hospital at Kitchener - Local 220, Service Employees (AFL-CIO/CLC): A 17-1/2 month renewal agreement effective from July 12, 1974 to Dec. 31, 1975, covering 320 employees, settled at the bargaining stage. (Previous agreement expired July 11, 1974).

Wages:	Effective	<u>May 1/74</u>	<u>Jan. 1/75</u>
	Increases	33¢ - 51¢	34¢ - 35¢
	Dietary Aide	\$2.89 - \$3.16 (\$2.45 - \$2.72)	\$3.23 - \$3.50
	Porter	\$3.39 - \$3.66 (\$2.88 - \$3.15)	\$3.73 - \$4.00
	Registered Nursing Assistant	\$3.55 - \$3.89 (\$3.22 - \$3.56)	\$3.90 - \$4.24
	Maintenance "A" Licensed	\$4.91 - \$5.31 (\$4.53 - \$4.93)	\$5.25 - \$5.65
	Effective	<u>July 1/75</u>	<u>Sept. 1/75</u>
	General Increases	30¢	20¢
	Dietary Aide	\$3.53 - \$3.80	\$3.73 - \$4.00
	Porter	\$4.03 - \$4.30	\$4.23 - \$4.50
	Registered Nursing Assistant	\$4.20 - \$4.54	\$4.40 - \$4.74
	Maintenance "A" Licensed	\$5.55 - \$5.95	\$5.75 - \$6.15

Probationary period is 60 days. Maximum rates reached after 2 six-month increases and 2 twelve-month increases.

Paid Holidays: Effective in 1975, second Monday in February, or new Statutory holiday if declared, is added for a total of 11(10).

Paid Vacations: 4 weeks after 14(15) years.

Welfare: Extended Health Care Plan - Effective Jan. 1, 1975, employer pays 50% of the premiums for new plan, with deductibles of \$10 for single employees and \$20 for married employees.

Clothing Allowance: Employer pays \$20 (new) per year for uniforms, if required.

SERVICES TO BUSINESS MANAGEMENT

National Research Council of Canada, Canada-wide - Research Council Employees Association (Ind.) (technical category): A 12-month renewal agreement effective from July 24, 1974, to July 27, 1975, covering 1,080 employees, settled at the post mediation bargaining stage. (Previous agreement expired July 29, 1973).

Wages:	Effective	July 30/73	Apr. 1/74	July 1/74
	Increases	8.96% (average)	\$500	8.25%

Annual Rates

Technician 1	\$6,113-\$7,606 (\$5,583-\$6,946)	\$6,613-\$8,106	\$7,159-\$8,775
Technical Officer 1	\$10,120-\$11,428 (\$9,290-\$10,484)	\$10,620-\$11,928	\$11,496-\$12,912
Technical Officer 5	\$20,092-\$23,259 (\$18,955-\$21,942)	\$20,592-\$23,759	\$22,291-\$25,719

Hours of Work: Council must give 10 days' notice of any change in hours affecting the majority of employees, except in cases of emergency (previous agreement provided for discussion between Council and Association prior to change).

Overtime: Effective July 30, 1973, double time after 7 1/2(8) hours overtime at time and one-half rate. Minimum guarantee of 2 or 3 hours pay for an employee who is required to work overtime at a time not contiguous to his work period, depending on when notified (new).

Shift Premiums: 0-14 1/2¢-20 1/2¢(0-12 1/2¢-18 1/2¢).

Standby Pay: \$2 for each 7 1/2(8) hour period of standby on weekdays, \$6 (new) on days of rest or paid holidays.

Pay for Work on Holiday: Double time after 7 1/2(8) hours at time and one-half, in addition to holiday pay.

Paid Vacation: Effective Apr. 1, 1974, 5 weeks after 29(30) years; effective Apr. 1, 1975, 5 weeks after 28 years.

Bereavement Leave: Definition of "immediate family" extended to include ward of the employee for up to 7 days' paid leave, including 3 days for travel if required.

Meal Allowance: \$2.25 if employee works 11 or more consecutive hours on a statutory holiday (new).

Mileage Allowance: 14 1/2¢(13 1/2¢) per mile.

Diving Duty Allowance: \$4 per hour - minimum allowance 2 hours per dive (new).

Flying Allowance: \$40 per month for an employee required to perform flight calibration or magnetometer survey duties while in flight, provided he completes 15 hours in such duties each quarter

PERSONAL SERVICES

Canadian Pacific Hotels Ltd. (Royal York Hotel at Toronto) - Local 299, Hotel and Restaurant Employees and Bartenders International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 8, 1974 to Apr. 7, 1976, covering 900 employees, settled at the bargaining stage.

Wages:	Effective	<u>Apr. 8/74</u>	<u>Apr. 8/75</u>
	General Increases	12%	10% (on Apr. 7/74 rates)
	Labourer	\$2.54 (\$2.27)	\$2.77
	Electrician	\$3.89 (\$3.47)	\$4.24
Paid Vacation:	Effective April 8, 1975, 3 weeks after 8(10) years' service and 4 weeks after 15(18) years. Effective April 8, 1976, 3 weeks after 7 years.		

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (meteorology group): A 12-month renewal agreement effective from July 4, 1974 to June 29, 1975, covering 540 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1974).

Wages:	Effective	<u>July 1/74</u>
	General Increase	7%
	<u>Annual Rates</u>	
	Meteorologist	
	Level 2	\$11,240-\$15,409 \$10,505-\$14,401
	Level 10	\$24,842-\$27,803 (\$23,217-\$25,984)

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (translation group): A 14-month renewal agreement effective from July 29, 1974 to Sept. 25, 1975, covering 660 employees, settled at the mediation stage. (Previous agreement expired Sept. 23, 1973).

Wages:	Effective	<u>Sept. 24/73</u>	<u>Sept. 24/74</u>
	General Increases	9.6%	7.8%
<u>Annual Rates</u>			
	Translator Level 1	\$6,780-\$13,740 (\$6,160-\$12,540)	\$7,440-\$14,810
	Translator Level 3	\$16,112-\$20,140 (\$14,701-\$18,376)	\$17,369-\$21,711
Overtime:	Time and one-half for all hours of overtime after 1(4) hour's overtime per week.		
Premium:	Special interpretation assignments - \$25(\$20) per day.		
Paid Vacation:	Effective April 1974, 5 weeks after 28(30) years' service.		
	Broken service when severance pay not taken and continuous service will be credited towards vacation entitlement (previously only continuous service).		
Travelling Pay:	One-half employee's rate for time spent travelling (straight time rate for one-third of hours with a guarantee of 2 hours straight time compensation).		
Special Leave:	Special leave will be granted without regard to accumulated credits (new).		
Office Accommodation:	Office accommodation will be the subject of prior consultation before any move (new).		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (administrative services group): A 27-month renewal agreement effective from Sept. 24, 1974 to Dec. 23, 1975, covering 3,310 employees, settled at the arbitration stage.

Wages:	Effective	<u>Sept. 24/73</u>	<u>Apr. 1/74</u>	<u>Sept. 24/74</u>
	General Increases	9%	\$265	9%
<u>Annual Rates</u>				
	Administration Officer			
	Level 1	\$10,189-\$12,135 (\$9,348-\$11,133)	\$10,454-\$12,400	\$11,395-\$13,5
	Level 6	\$19,055-\$21,653 (\$17,482-\$19,865)	\$19,320-\$21,918	\$21,059-\$23,8

Other provisions same as those reported below for the Government of Canada (Treasury Board) - Public Service Alliance of Canada (purchasing and supply group).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (information services group): A 27-month renewal agreement effective from Sept. 24, 1973 to Dec. 23, 1975, covering 615 employees, settled at the arbitration stage.

Wages:	Effective	<u>Sept. 24/73</u>	<u>Apr. 1/74</u>	<u>Oct. 1/74</u>
	General Increases	9% plus reclassification adjustment	3%	3%

Because of the reclassification adjustments the new salary schedule has not yet been established. At present annual salaries range from \$8,108-\$11,932 for an IS-1 to \$19,900-\$22,900 at the IS-5 level.

Salary Adjustment: Effective Jan. 1, 1975, an increase equal to the percentage rise in the Statistics Canada Consumer Price Index for the 12 month period ending Dec. 31, 1974.

Paid Vacation: Effective Apr. 1, 1974, 5 weeks after 29(30) years' service and effective Apr. 1, 1975, 5 weeks after 28 years.

Effective September 1974, an employee may receive an advance of salary for vacation periods of 2 or more weeks, provided he submits a written request at least 6 weeks prior to the last pay day before his vacation commences.

Standby Pay: \$8(\$6) on days of rest and paid holidays, \$3(\$2) on other days.

Meal Allowance: \$2.25(\$2) for an employee who works 3 or more hours of overtime immediately following his regular hours of work.

Government of Canada (Treasury Board) - Public Service Alliance of Canada
(CLC) (purchasing and supply group): A 27-month renewal
agreement effective from Sept. 24, 1973 to Dec. 23, 1975,
covering 1,085 employees, settled at the arbitration stage.

Wages:	Effective	<u>Sept. 24/73</u>	<u>Apr. 1/74</u>	<u>Sept. 24/74</u>
	General Increases	9%	\$265	9%
<u>Annual Rates</u>				
Level 1	\$7,240-\$12,078 (\$6,642-\$11,081)	\$7,505-\$12,343	\$8,180-\$13,454	
Level 6	\$22,325-\$25,366 (\$20,482-\$23,272)	\$22,590-\$25,631	\$24,623-\$27,931	

Standby Pay: \$3.00(\$1.50) for each 8-hour period on standby. On a day of rest or paid holiday - \$7.00(\$4.50).

Work on a Paid Holiday: Time and one-half for first $7\frac{1}{2}$ hours, double time thereafter (time and one-half for all hours).

Paid Vacation: Effective Apr. 1, 1974, 5 weeks after 29(30) years' service.
Effective Apr. 1, 1975, 5 weeks after 28 years.

Vacation Pay: Employer will issue advance vacation pay cheques covering 2 or more weeks, if the employee submits a written request 6 weeks prior to the last pay day before the start of the vacation (new).

Severance Pay: Rejection on probation - 1 week's pay for each completed year of service, maximum 27 weeks (new).

Bereavement Leave: Definition of "immediate family" extended to include step-father, step-mother, foster parent and step-child for up to 7 days' paid leave, including up to 3 days' paid leave for the purpose of travel related to death.

Marriage Leave: 5 days' paid leave (previously paid leave to extent of special leave credits to maximum of 5 days).

Travel Allowance: No maximum on travel allowance on call-back or standby (formerly \$3.00 maximum).

Travel Time: On regular work day - time and one-half rate when hours of work and travel exceed 8 hours.
Day of rest or holiday - time and one-half rate for hours of travel, maximum of 8 hours pay at straight time rate.
(Formerly guarantee of 2 hours at straight time rate.
If more than 6 hours travel time, one-third of the hours paid at straight time rate).

Meal Allowance: After 3 hours of overtime - \$2.25(\$2.00).

Government of Canada (Treasury Board) - Public Service Alliance (CLC)
(secretarial, stenographic and typing group): An 18-month renewal agreement effective from July 12, 1974 to Jan. 11, 1976, with wage increases retroactive to Sept. 24, 1973, the expiry date of the previous contract. The agreement covers 11,590 employees and was settled at the bargaining stage.

Wages:	Effective	<u>Sept. 24/73</u>	<u>Apr. 1/74</u>	<u>Dec. 2/74</u>
General Increases		8% - 9%	\$500	7½%
<u>Annual Rates</u>				
ST-TYP-1 (ST-1)	\$4,711-\$5,511 (\$4,322-\$5,056)	* \$5,211-\$6,011	\$5,602-\$6,462	
ST-SEC-5 (ST-8)	\$10,543-\$11,586 (\$9,762-\$10,728)	\$11,043-\$12,086	\$11,871-\$12,992	

* Includes classification adjustment.

Shift Premiums: Effective July 12, 1974, 0-\$1.25-\$1.75(0-\$1.00-\$1.50) per shift.

Standby Pay: Effective July 12, 1974, \$3(\$2) for each period of standby on a weekday and \$6 minimum (unchanged) on a day of rest or statutory holiday.

Pay for Work on Holiday: Time and one-half rate for first $7\frac{1}{2}$ hours, double time thereafter (time and one-half for all hours worked), in addition to holiday pay.

Paid Vacation: Effective Apr. 1, 1974, 5 weeks after 29(30) years' service; Apr. 1, 1975, 5 weeks after 28 years.

Effective Sept. 12, 1974, an employee will receive an advance of salary for vacation periods of 2 or more complete weeks provided the employee submits a written request at least 6 weeks prior to the last pay day before vacation commences.

Bereavement Leave: Definition of "immediate family" extended to include step-father, step-mother, foster parent and step-child for up to 7 days' paid leave, including up to 3 days' paid leave for the purpose of travel related to death.

Marriage Leave: 5 days' paid leave (previously paid leave to extent of special leave credits to maximum of 5 days).

Meal Allowance: Effective July 12, 1974, \$2.25(\$2.00) for 3 or more hours of overtime immediately before or following scheduled hours; \$1.75 (new) for 4 hours or more additional overtime.

LOCAL ADMINISTRATION

Hamilton - Wentworth Regional Board of Commissioners of Police - The Hamilton - Wentworth Police Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 600 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>
	General Increase	12.9%
	<u>Annual Salaries</u>	
	Constable 3rd Class	\$12,373.05 (\$10,959.30)
	Constable 1st Class	\$13,889.44 (\$12,302.43)
	Inspector	\$20,408.28 (\$18,076.42)

Paid Vacation: Effective Jan. 1, 1974, 3 weeks after 5(7) years' service, 4 weeks after 14(15) years, 5 weeks (new) after 23 years and 6 weeks (new) after 28 years (previously an additional day's vacation for each year of service in excess of 20 up to but not including 25 years).

Health and Welfare: Life Insurance - Effective July 4, 1974, coverage of \$25,000. Board will pay full premium cost (66 2/3%) and reimburse Members who paid one-third of the cost of the premiums from Jan. 1 to July 4, 1974. (Previously minimum \$15,000 coverage and where salary was in excess of \$15,000 coverage to nearest \$1,000 of salary).

Prescription Drug Plan - Effective Jan. 1, 1974, at the cost of the Board with the payment of 3¢ per hour from Jan. 1, 1974 until the plan is implemented.

Clothing and Footwear Allowance: Effective Jan. 1, 1974, \$400(\$250) per year for members assigned to plain clothes duties. \$1.60(\$1.00) per working day for plain clothes constable to maximum of \$400 per year.

Meal Allowance: \$2.50(\$1.50).

Bereavement Leave: Effective July 1, 1974, grandparents are added for up to 3 days' paid leave.

Promotion Procedure: To be re-negotiated in 1974 and incorporated in the 1975 agreement.

Metropolitan Toronto Board of Commissioners of Police - Metropolitan Toronto Police Association (Ind.) (inside employees): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 1,010 employees, settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/74</u>
	General Increase	14%
	Additional adjustment for Civilian Radio Dispatchers	4%
	Civilian Radio Dispatcher	\$7,869-\$9,335 (\$6,669-\$7,911)
	Senior Clerk, Vehicle Information and Telecommunications	\$10,616-\$11,926 (\$9,312-\$10,461)
	Assistant Director, R.I.B.	\$15,204-\$17,662 (\$13,337-\$15,493)

Service Pay: \$52 per year after 10 years' service, \$104 per year after 20 years' service and \$156 per year after 30 years' service (new).

Call-back Pay: Effective July 1, 1974, minimum of $2\frac{3}{4}(2)$ hours at overtime rate for Cadets, Parking Control Officers and Matrons when called back or reporting for overtime work or for court attendance.

Saturday or Sunday Work: Effective July 23, 1974, 30¢ per hour when part of a regularly scheduled work week (new).

Acting Pay: Employee received the minimum rate of the higher classification or an increase of \$2 per week, whichever is greater (new).

Paid Vacation: Effective Jan. 1, 1974, 4 weeks after 13(15) years' service and 5 weeks after 22(25) years.

Health and Welfare: Group Life Insurance - The Board continues to pay premium cost of first \$2,000 coverage. Effective July 1, 1974, Board pays 66 2/3%(50%) of premium cost of coverage in excess of \$2,000 to maximum of one and one-half times annual salary.

Workmen's Compensation - Employer makes up difference between award and employee's regular pay (previously to extent of sick pay credits).

Cleaning Allowance: Effective July 1, 1974, for Cadets, Parking Control Officers and Matrons, monthly vouchers.

York Borough Corporation - Local 10, Canadian Union of Public Employees
(CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 278 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	Jan. 1/74	Jan. 1/75
	General Increases	10½%	9%
	Labourer	\$4.64 (\$4.20)	\$5.06
	Machinist	\$5.72 (\$5.18)	\$6.23

Paid Vacations: 4 weeks after 13(15) years and 5 weeks after 22(25) years.

Welfare: Long Term Disability Plan - Effective Jan. 1, 1975, employer pays 100% of the premiums for a new plan.

Safety Shoe Allowance: Employer pays \$25(\$18) towards the cost of the first pair of safety boots and \$12.50(\$10.00) per year thereafter towards the cost of repair, upkeep and replacement.

Mileage Allowance: \$3.00(\$1.80) per day for employees required to use their own cars.

Addendum: This addendum consists of 1 settlement ratified in May 1974.

ELECTRICAL PRODUCTS

General Signal Appliances Ltd. at Welland - Local 6753, Steelworkers

(AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 400 employees, settled at the post-conciliation bargaining stage and ratified in May. (Previous agreement expired Mar. 31, 1974).

Wages:	Effective	Apr. 1/74	Apr. 1/75
General Increases		40¢	36¢
Light Machine Operator		\$3.31 (\$2.91)	\$3.67
Tool and Die Maker Grade I		\$5.20 (\$4.80)	\$5.56

Shift Premiums: 0 - 17¢ - 17¢ (0 - 14¢ - 14¢).

Paid Vacations: Effective May 30, 1974, 3 weeks after 6 (8) years, 4 weeks after 16 (18) years and 5 weeks after 26 (28) years. Effective Apr. 1, 1975, 3 weeks after 5 years, 4 weeks after 15 years and 5 weeks after 20 years.

Welfare: Drug Plan - The employer will reimburse the employee for deductibles of \$10 for single employees and \$20 for families.

Weekly Indemnity Plan - Effective Apr. 1, 1975, benefits increase to 66 2/3% of wages up to a maximum of \$113 per week payable on a 1-7-26 basis. (Previously ranged from \$50 - \$80 per week depending on wages).

Pension Plan: Effective Apr. 1, 1974, new plan provides benefits of \$4 per month per year of service.

AMENDMENT

To June 1974 issue, page 26 -

Ontario Government - CSA of Ontario (Ind.)

Paid Holidays - The last sentence should read: A total of 11 paid holidays, plus any special holiday proclaimed by the Governor General or the Lieutenant Governor.

Ontario Ministry of Labour
Collective Bargaining
Settlements in Ontario

Government
of Canada

Government
of Ontario

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CANADA



ONTARIO

CANADA, DEPARTMENT OF LABOUR

OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING AUGUST 1974



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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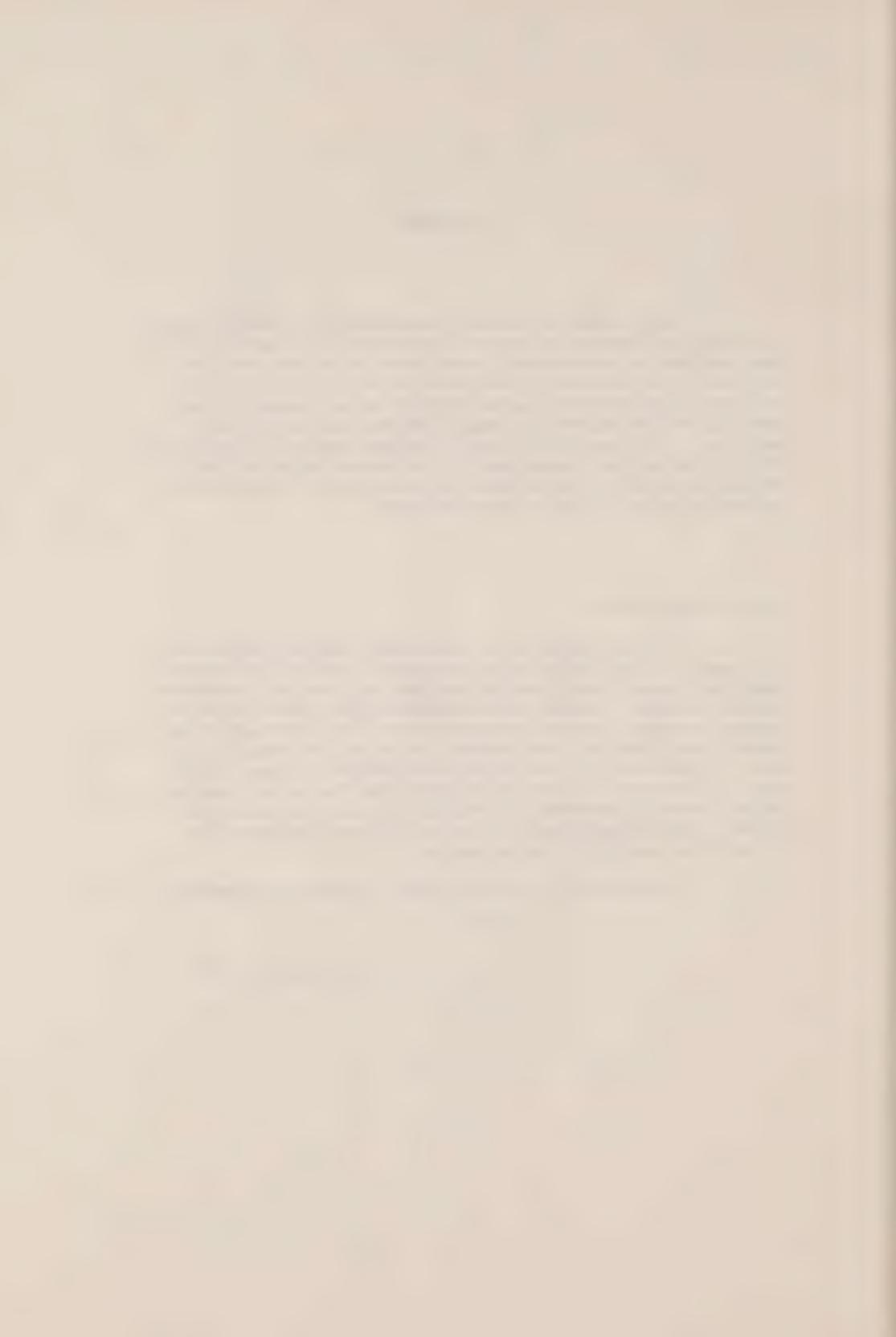
This report consists of summaries of 29 collectively bargained settlements in Ontario's industries in August 1974. It also includes an addendum of 1 settlement which was received too late to be reported in the month in which it was ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

September 26, 1974



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FOOD AND BEVERAGE

Schneider, J.M., Ltd. at Kitchener - Schneider Employees Association (Ind.):

A 26-month renewal agreement effective from June 2, 1974 to July 31, 1976, covering 1,650 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>June 2/74</u>	<u>Dec. 1/74</u>	<u>June 1/75</u>
	General Increases	70¢		65¢
	COLA Fold-in	9¢		
	Job. Cl. Increment		5½¢(5¢)	
	Labourer	\$4.81 (\$4.02)		\$5.46
	Electrician "A"	\$6.11 (\$5.32)	\$6.24	\$6.89

Cost of Living Allowance: 1¢ per 0.45(0.5) increase in the Consumer Price Index, after an increase of 1.25% between June and September 1975 and September and December 1975.

Off-Shift Premium: 20¢(15¢).

Overtime: Double time after 12(13) hours per day. Double time (time and one-half) after 8 hours on 6th shift.

Reporting Pay: 4(3) hours minimum; 6th or 7th shift or a statutory holiday, 6(4) hours.

Paid Holidays: A 10th statutory holiday added - to be observed on Dec. 26 in 1974 and Jan. 2 in 1976.

Paid Vacation: 2 weeks after 1(2) year's service. Effective Apr. 27, 1975, 3 weeks after 5(6) years and 5 weeks after 21(24) years.

Health and Welfare: Life Insurance - Major supporters of a family \$7,000, self-supporters \$2,000. (Previously females \$2,000; males, depending on age, from \$5,000-\$7,000.)

A. D. & D. (new) - Major supporters of a family \$7,000, self-supporters \$2,000.

Weekly Indemnity - 15(13) weeks at 66 2/3% to maximum \$125. Effective June 1, 1975, maximum \$135 per week. (Previous maximum \$93 for males and \$82 for females.)

Long Term Disability - 55%(50%) per week to a maximum of \$125. Effective June 1, 1975, maximum \$135.

Pension Plan: Effective May 1, 1974, supplement of \$1.50(50¢) per month per year of service.

Bereavement Leave: Brother-in-law, sister-in-law, step-brother, step-sister and grandparent added for up to 1 day's paid leave.

Meal Allowance: \$2.00 (\$1.50) per meal when out of town.

Tool Allowance: \$75 (\$50) for garage mechanics.

TEXTILE

Harding Carpets Limited at Brantford - Local 501, Canadian Textile and Chemical Union (Ind.): A 24-month renewal agreement effective from Aug. 1, 1974 to Aug. 2, 1976, covering 425 employees, settled at the mediation stage. (Previous agreement expired Aug. 1, 1974).

Wages:	Effective	Aug. 2/74	Aug. 2/75	Feb. 1/76
Increases		50¢	35¢	10¢
Additional Adjustments		16¢-54¢, due to adjustment and reclassification of certain Labour Groups		
Labour Group 1 (includes Sample Assembler)		\$3.32 (\$2.66)	\$3.67	\$3.77
Labour Group 12 (Tradesman Class 1)		\$4.90 (\$3.86)	\$5.25	\$5.35

Shift Premiums: 0 - 12¢ - 17¢ (0 - 10¢ - 14¢).

Special Premiums: 10¢ (7¢) per hour for employee required to train or instruct another employee.

Paid Holidays: One floating day, between Christmas Day and New Year's Day, is added for a total of 10 (9).

Paid Vacations: 3 weeks after 8 (9) years and 4 weeks after 18 (20) years.

Bereavement Leave: 1 day's paid leave (new) granted to attend funeral upon death of grandparents.

Welfare: Life Insurance - \$4,000 (\$3,000) for head of family and \$3,000 (\$2,500) for all other employees.

Life Insurance for Retirees - \$600 for employees with under 15 years' service and \$800 for employees with 15 years' service and over (previously \$600 for all employees).

Weekly Indemnity Plan - Benefits range from \$65 - \$75 (\$55 - \$65), depending on wage rates, payable on a 1-4-15 basis (same).

Extended Health Care Plan (includes Drugs) - Effective Sept. 1, 1974, employer pays 70% of the premiums for new plan, with deductibles of \$10 for single employees and \$20 for employees with dependents (previously drug plan only with deductibles of \$15 and \$25 respectively).

PAPER AND ALLIED

Abitibi Paper Company Limited (Abitibi Containers Division) at Pembroke - Local 2-1000, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 204 employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1974).

Wages:	Effective	Apr. 1/74	Apr. 1/75	Oct. 1/75
General Increases		55¢	43¢	7¢
Additional Adjustments		2¢ - 10¢ for some classifications		
Labourer		\$3.59 (\$3.04)	\$4.02	\$4.09
Corrugator Operator		\$4.01 (\$3.41)	\$4.44	\$4.51

Shift Premiums: Effective Aug. 17, 1974, 0 - 14¢ - 16¢ (0 - 12¢ - 14¢). Effective April 1, 1975, 0 - 15¢ - 19¢.

Paid Holidays: Full(half) day before Christmas Day and full(half) day before New Year's Day make a total of 11(10).

Paid Vacations: Effective Apr. 1, 1975, 3 weeks after 6(8) years.

Welfare: Life Insurance - \$13,000(\$3,000).

Weekly Indemnity Plan - Effective Oct. 1, 1974, benefits increase to \$75 per week (previously \$45 per week for employees with no dependents and \$55 for employees with dependents), payable from the fourth day of illness for a maximum of 26(13) weeks. Effective Oct. 1, 1974, benefits increase to \$100 per week.

Drug Plan - Effective Oct. 1, 1974, new drug plan will be introduced, details to be worked out.

PAPER AND ALLIED

Acme Paper Products Company, Division of Gulf Pulp and Paper Company at Toronto - Local 466, Printing Pressman (AFL-CIO/CLC): A 24-month renewal agreement effective from June 23, 1974 to June 22, 1976, covering 400 employees, settled at the conciliation officer stage. (Previous agreement expired June 22, 1974).

Wages:	Effective	<u>June 23/74</u>	<u>June 23/75</u>
General Increases		60¢	re-opener for wages
Additional Adjustments		48¢ for certain skilled classifications	
		Reclassification of some jobs.	
Class 8 (General Helper)		\$4.05 (\$3.55) previously Class 7	
Electrician 1		\$5.58 (\$4.50)	
Lead Hand Premium:	25¢ (15¢) per hour.		
Call-Back Pay:	Minimum of 4 hours' pay at straight-time rate, or time and one-half for actual hours worked, whichever is greater, for employee called back more than 1 hour after finishing or 2 hours before starting regular shift (new).		
Paid Vacations:	3 weeks after 6 (8) years, 4 weeks after 15 (16) years and 5 weeks after 25 (30) years.		
Bereavement Leave:	5 (3) days' paid leave granted to attend funeral upon death of spouse.		
Welfare:	<u>Life Insurance, A.D.&D., Weekly Indemnity Plan, Major Medical Plan, O.H.I.P. and Semi-Private Hospitalization</u> - Employer pays 75% of the premiums for Weekly Indemnity Plan and 100% of the premiums for all other plans (previously paid up to a maximum of \$19.16 per month for employees with no dependents and \$31.27 per month for employees with dependents).		
	<u>Life Insurance and A.D.&D. - \$7,500 (\$5,000).</u>		
	<u>Major Medical Plan</u> - Deductibles reduced to \$25 (\$50) for single employees and \$50 (\$100) for married employees, with 80% (same) of remaining expenses paid.		
Tool Allowance:	Employer replaces tools lost or broken on the job for Maintenance Department employees up to a maximum of \$70 (\$50) per year.		
Safety Shoe Allowance:	Employer pays \$4.50 (\$3.75) per year towards the cost of safety shoes.		

Kimberly-Clark of Canada Ltd. at Rexdale - Local 813, International Chemical Workers Union (AFL-CIO/CLC): A 12-month renewal agreement effective From Sept. 1, 1974 to Aug. 31, 1975, covering 550 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Sept. 1/74</u>	<u>Jan. 1/75</u>
	General Increase	65¢	
	Adjustments	5¢ - 25¢	5¢ - 25¢
	Labourer	\$4.23 (\$3.58)	
	Tradesman	\$5.81 (\$4.91)	\$6.06

Shift Premiums: 0-14¢-21¢(0-13¢-19¢), and a premium of 25¢(10¢) per hour for all employees on a 3-shift, 7-day schedule.

Overtime: Effective Jan. 1, 1975, an employee may be required to work 4(8) hours overtime per week.

Overtime Pay: Time and one-half for first 4 hours of overtime, double time thereafter (time and one-half after 8 hours worked per day).

Paid Holidays: One additional during Christmas week for a total of 11. Employees on a scheduled 7-day operation receive Easter Sunday for a total of 12 paid holidays.

Paid Vacation: Effective Jan. 1, 1975, 6 weeks after 30 years of service. 2 hours' extra pay for each week of vacation taken during the period January 1 to April 30 (new). An employee with 25 years of service at age 60 receives 1 week of supplementary vacation, and 1 extra week is added each year to 5 weeks at age 64.

Health and Welfare: Weekly Indemnity - 70%(66 2/3%) of earnings to a maximum of \$120(\$100) on a 0-3-26(0-5) basis.

Long Term Disability - A newly instituted plan, 100% company paid, provides benefits of 50% of average monthly salary to maximum \$800 on the basis of one week for each week of service up to normal retirement age. An employee will continue to accrue full pension credits at no cost to himself while receiving benefits under the plan.

Dental Plan (new) - Effective Aug. 1, 1975, 50% company paid.

Pension Plan: A supplementary pension plan is to be made available to all employees (new). Early retirement reduction factor reduced to 5%(7%) per year of early retirement.

Severance Pay: \$75(\$60) for each full year of service prior to lay off.

Maternity Leave: An additional 3 weeks leave may be granted (previously maximum of 6 weeks before and 6 weeks after birth).

Meal Allowance: \$2.25 (\$1.75).

Tool Allowance: Maximum \$40 (\$30) per year.

Converting Machine: 25¢ (20¢) per hour for converting machine and converting area cleanup performed on Saturday or Sunday after a scheduled work week.

PRIMARY METAL

Galt Malleable Iron Limited at Galt - Local 2899, Steelworkers (AFL-CIO/CLC):
A 36-month renewal agreement effective from July 1, 1974 to June 30, 1977, covering 234 employees, settled during a strike. (Previous agreement expired June 30, 1974).

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>
General Increases		45¢	40¢
Additional Adjustments	50¢ inequity adjustment for some skilled and semi-skilled tradesmen; 20¢ for Molders		20¢ inequity adjustment for Molders
Labourer	\$3.70 (\$3.25)		\$4.10
Mechanic Grade 1	\$4.81 (\$3.86)		\$5.21
Effective		<u>July 1/76</u>	
General Increases		40¢	
Additional Adjustments	10¢ inequity adjustment for Molders		
Labourer	\$4.50		
Mechanic Grade 1	\$5.61		

Cost-of-Living Allowance: Effective Jan. 1, 1975, new cost-of-living provision of 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100), commencing with the comparison of the Dec. 1974 and Mar. 1975 Indexes, to be adjusted quarterly. First payment in April 1975.

Paid Vacations: 5 weeks (new) after 25 years. Effective July 1, 1976, 5 weeks after 23 years.

Vacation bonus of \$50(new) for employees who work 1,720 hours per year.

Welfare: Life Insurance and A.D.&D. - \$7,500 (\$6,000).

Dental Plan - Effective as soon as possible, employer pays 100% of the premiums for new dental plan - Blue Cross No. 7.

Drug Plan - Deductibles reduced to 35¢ per prescription (previously \$5 for single employees and \$10 for married employees).

Pension Plan: \$4.25 (\$3.75) per month per year of service. Effective July 1, 1975, \$4.75 per month per year of service.

Safety Shoe Allowance: Employer pays \$5 per year (new) towards the cost of safety shoes.

PRIMARY METAL

Alcan Canada Products Ltd. at Kingston - Local 348, United Steelworkers of America and Local 54, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from May 18, 1974 to May 17, 1976, covering 1,300 employees, settled after a work stoppage.

Wages:	Effective	May 18/74		May 18/75
	General Increases	65¢		54¢
	Job Cl. Increment	10½¢ (9½¢)		11½¢
	General Labour (Labour Grade 1)	\$4.30 (\$3.65)		\$4.84
	Toolman A (Labour Grade 15)	\$5.77 (\$4.98)		\$6.45
	Effective	Aug. 18/75		Nov. 18/75 Feb. 18/76
	General Increases	8¢	8¢	8¢
	General Labour	\$4.92	\$5.00	\$5.08
	Toolman A	\$6.53	\$6.61	\$6.69

Settlement Pay: \$300 lump sum in recognition of inflation.

Shift Premiums: 0-20¢-25¢(0-15¢-20¢).

Pre-Retirement Leave: An additional 4 weeks of vacation preceding normal retirement between ages of 62 and 65 (previously only age 65).

Health and Welfare: Hospital-Medical - Employer will pay any increase in premiums.

Pension Plan: Voluntary retirement age now 62(65).

Meal Allowance: \$2(\$1.50).

MACHINERY

Eaton Yale Ltd. (Forestry Equipment Division) at Woodstock - Local 246, Molders (AFL-CIO/CLC): A 34-month renewal agreement effective from Aug. 3, 1974 to June 2, 1977, covering 415 employees, settled at the mediation stage. (Previous agreement expired Aug. 2, 1974).

Wages:	Effective	<u>Aug. 5/74</u>	<u>Aug. 4/75</u>
General Increases		35¢	20¢
Cost-of-Living Fold-in		50¢ cost-of-living was folded into wage rates, leaving a float of 29¢	
Additional Adjustments		15¢ for skilled tradesmen Grade 7	
Grade 1 (includes Labourer)		\$4.45 - \$4.55 (\$3.60 - \$3.70)	\$4.65 - \$4.75
Grade 7 (includes Electrician)		\$5.19 - \$5.30 (\$4.19 - \$4.30)	\$5.39 - \$5.50
Effective		<u>Aug. 2/76</u>	
General Increases		20¢	
Grade 1 (includes Labourer)		\$4.85 - \$4.95	
Grade 7 (includes Electrician)		\$5.59 - \$5.70	

Probationary period is 240 hours worked (previously 35 days worked). Employees receive 5¢ increase after 3 months. Maximum rates reached after 6 months.

Cost-of-Living Allowance: 50¢ cost-of-living was folded into wage rates, leaving a float of 29¢, which will remain in effect until Oct. 15, 1974.

Effective Oct. 15, 1974, 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100), to be adjusted quarterly (no change).

Effective Oct. 1976, 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100), commencing with the comparison of the Sept. and Dec. 1976 Indexes, to be adjusted quarterly. First payment at this rate will be in Jan. 1977.

Shift Premium : 22¢ (20¢) per hour for all hours worked on an off shift in which more than half the scheduled hours are between 6 P.M. and 6 A.M.

Paid Holidays: Effective in 1975, one additional day between Christmas Day and New Year's Day is added for a total of 13 (12).

Paid Vacations: 3 weeks with vacation pay of 6% after 5 (8) years and 4 weeks with vacation pay of 9% (8%) after 15 years.

Bereavement Leave: 3 (2) days' paid leave granted to attend funeral upon death of brother-in-law, sister-in-law, foster brother, foster sister, foster parents, grandparents or legal guardian.

Step-father and step-mother included in up to 3 days' paid leave to attend funeral.

Welfare: Life Insurance and A.D.&D. - Effective Sept. 1, 1974, \$8,000 (\$6,000).

Weekly Indemnity Plan - Effective Sept. 1, 1974, benefits increase to \$100 (\$85) per week, payable on a 1-4-26 basis.

Dental Plan - Effective Sept. 1, 1974, employer pays 100% of the premiums for new basic dental plan-Blue Cross No. 7.

TRANSPORTATION EQUIPMENT

AP Parts of Canada Limited at Toronto - Local 252, Auto Workers (CLC): A 20½-month renewal agreement effective from Aug. 18, 1974 to May 2, 1976, covering 234 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired May 2, 1974).

Wages: Retroactive pay for all employees on payroll as of May 2, 1974 and date of ratification, for all straight time hours worked during that period.

Effective	<u>Aug. 18/74</u>	<u>May 3/75</u>	<u>Sept. 1/75</u>
General Increases	65¢	45¢	10¢
Additional Adjustments	10¢ for perforator and crimp classifications		
Utility Man	\$4.30 (\$3.65)	\$4.75	\$4.85
Tool Maker	\$5.36 (\$4.71)	\$5.81	\$5.91

Shift Premiums: 0 - 12¢ - 18¢ (0 - 10¢ - 16¢).

Paid Holidays: New Year's Eve is added for a total of 11(10).

Paid Vacations: Effective June 1, 1975, 3 weeks after 6(7) years and 4 weeks after 16(20) years.

Welfare: Life Insurance - Effective Sept. 1, 1974, \$8,000(\$6,000). Effective June 1, 1975, \$9,000.

Weekly Indemnity Plan - Effective Sept. 1, 1974, benefits increase to \$90(\$75) per week payable on a 1-1-4-39 basis. Effective June 1, 1975, benefits increase to \$100 per week.

Extended Health Care Plan - Effective June 1, 1975, deductibles of \$25 for all employees (previously deductibles of \$25 for single employees and \$50 for married employees).

Bendix Automotive of Canada, Ltd. at Windsor - Local 195, United Auto Workers (CLC): A 36-month renewal agreement effective from May 2, 1974 to May 1, 1977, covering 510 employees, settled after a work stoppage.

Wages:	Effective	<u>May 2/74</u>	<u>May 2/75</u>	<u>May 2/76</u>
General Increases		35¢	17¢	18¢
COLA Fold-in		46¢		
Sweeper		\$5.05 (\$4.24)	\$5.22	\$5.40
Tool & Die Maker		\$5.19 (\$4.38)	\$5.36	\$5.54

Cost of Living Allowance: 1¢ for each .35(.4) change in the Consumer Price Index, to be adjusted quarterly.

Shift Premiums: Effective Aug. 12, 1974, 0-20¢-20¢(0-12¢-12¢).

Bereavement Leave: Effective Aug. 12, 1974, definition of "immediate family" extended to include grandparents of employee and employee's spouse for maximum 3 days' paid leave.

Health and Welfare: Benefits were improved but details were unavailable at time of publication.

TRANSPORTATION EQUIPMENT

Gould Manufacturing of Canada Limited (Mechanical Products Division) at St. Thomas - Local 1975, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 19, 1974 to May 18, 1977, covering 360 employees, settled during a strike. (Previous agreement expired May 18, 1974).

Wages:	Effective	<u>May 19/74</u>	<u>May 19/75</u>
	General Increases	50¢	30¢
	Labour Grade 16 (includes Assembler)	\$3.24 - \$3.34 (\$2.74 - \$2.84)	\$3.54 - \$3.64
	Labour Grade 2 (includes Toolmaker A)	\$4.90 - \$5.10 (\$4.40 - \$4.60)	\$5.20 - \$5.40
	Effective	<u>May 19/76</u>	
	Increases	20¢ - 35¢	
	Labour Grade 16 (includes Assembler)	\$3.74 - \$3.84	
	Labour Grade 2 (includes Toolmaker A)	\$5.55 - \$5.75	

Probationary period is 60 days worked during a period of 6 consecutive months. Maximum rates reached after 2 three-month increases of 5¢ for Labour Grade 16 and after 4 three-month increases of 5¢ for Labour Grade 2.

Cost-of-Living Allowance Effective May 1975, new cost-of-living provision of 1¢ per hour per 0.7 change in the Consumer Price Index (1961=100), commencing with the comparison of the May and July 1975 Indexes, to be adjusted quarterly, up to a maximum of 18¢. First payment in August 1975.

Effective May 1976, 1¢ per hour per 0.6 change in the Consumer Price Index, commencing with the May 1976 Index as base, up to a maximum of 18¢. First payment in August 1976.

Paid Holidays: One floating day is added for a total of 12 (11).

Paid Vacations: Effective in 1976, 3 weeks after 7 (8) years and 4 weeks after 17 (18) years.

Welfare: Life Insurance - Benefits range from \$5,000 - \$8,000 (\$4,000 - \$7,000), depending on wage classification.

Weekly Indemnity Plan - Benefits range from \$65 - \$100 (\$60 - \$85) per week, depending on wage classification, payable on a 1-8-26 basis. Effective May 19, 1976, benefits range from \$70 - \$105 per week.

Pension Plan: Effective Jan. 1, 1975, \$5.00 (\$3.00) per month per year of service. Effective Jan. 1, 1977, \$6.00 per month per year of service.

Effective Jan. 1, 1975, \$4.00 per month per year of service for present retirees.

Safety Shoe Allowance: Employer pays \$8.00 (new) once per year towards the cost of Safety Shoes.

ELECTRICAL PRODUCTS

GSW Limited/Limitée at London, Fergus, Bellwood, Hamilton, Ont. and Montreal Qué. - United Steelworkers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Aug. 1, 1974 to Aug. 1, 1976, covering 1,700 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>Aug. 1/74</u>	<u>Aug. 1/75</u>
	General Increases (all plants)	55¢	35¢
Additional Increases			
	Bellwood Fergus	10¢ 5¢	10¢ 5¢
	Labourer (London)	\$3.61 (\$3.06)	\$3.96
	Tool & Die Maker (London)	\$4.63 (\$4.08)	\$4.98

Cost of Living Allowance (new): Effective Aug. 1, 1975, 1¢ for each 0.5 increase in the Consumer Price Index, payable quarterly, with a maximum of 15¢ per hour.

Paid Holidays: 1 additional in the first year for a total of 11½. One half day additional in the second year for a total of 12.

Paid Vacation: 3 weeks after 5(8) years of service. Effective in the second year, 4 weeks after 12(15) years and 5 weeks (new) after 25 years.

Health and Welfare: Life Insurance - \$8,000(\$5,000), Bellwood, \$9,000.
A.D. & D. - \$8,000(\$5,000).
Weekly Indemnity - \$85(\$60) payable on a 1-4-26 basis. Effective Aug. 1, 1975, \$100.
Drug Plan - Effective Aug. 1, 1975, employer paid drug plan with 35¢ deductible per prescription.

Pension Plan: \$4(\$3) per month per year of service.

Bereavement Leave: Grandparents are included in definition of immediate family for up to 3 days' paid leave.

Inglis Ltd. at Toronto - Local 2900, United Steelworkers of America (AFL-CIO/CLC):
A 36-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1977, covering 800 employees, settled after a work stoppage. (Previous agreement expired Mar. 31, 1974.)

Wages:	Effective	<u>Aug. 18/74</u>	<u>Apr. 1/75</u>	<u>Apr. 1/76</u>
	General Increases	70¢	25¢	20¢
	Assembler (Job Class 5)	\$4.80 (\$4.10)	\$5.05	\$5.25
	Toolmaker (Job Class 20)	\$6.15 (\$5.45)	\$6.40	\$6.60

Settlement Pay: \$20.

Cost of Living Allowance(new): Effective Jan. 1, 1975, 1¢ for each 0.45 change in the Consumer Price Index, no maximum, payable quarterly.

Shift Premium: 0-18¢-18¢(0-15¢-15¢).

Paid Vacation: 3 weeks after 5(8) years, 4 weeks after 15 (unchanged) and 5 weeks(new) after 25 years.

Health and Welfare: Life Insurance - \$6,500(\$5,500).

Weekly Indemnity - Effective Jan. 1, 1975, \$100(\$75) per week, payable on a 1-4-52 basis.

Pension Plan: \$5.50(\$4.50) per month per year of service; effective Apr. 1, 1976, \$6.00 per month.

CHEMICAL AND CHEMICAL PRODUCTS

Union Carbide Canada Limited at Lindsay - Local 512, Printing Specialties and Paper Products Union (AFL-CIO/CLC): A 26-month renewal agreement effective from May 1, 1974 to June 30, 1976, covering 349 employees, settled during a strike with mediation assistance. (Previous agreement expired April 30, 1974).

Wages:	Effective	<u>May 1/74</u>	<u>May 1/75</u>
	General Increases	50¢ on maximum rates	50¢ on maximum rates
	Additional Adjustments	Classification adjustments of varying amounts	
	Wrapper Operator	\$3.30 - \$3.50 (\$2.81- \$2.94)	\$3.70 - \$4.00
	Labourer	\$3.65 - \$3.85 (\$3.20- \$3.45)	\$4.05 - \$4.35
	Electrician 1	\$5.15 - \$5.75 (\$4.27- \$4.44)	\$5.65 - \$6.25
	Effective	<u>Nov. 1/75</u>	
	General Increases	15¢	
	Wrapper Operator	\$3.85 - \$4.15	
	Labourer	\$4.20 - \$4.50	
	Electrician 1	\$5.80 - \$6.40	
	Probationary period is 12 weeks. Maximum rates for Wrapper Operator and Labourer reached after 9 months.		
Shift Premiums:	0 - 21¢ - 21¢ (0 - 19¢ - 19¢).		
Paid Holidays:	Effective in 1975, one additional day, date to be decided, makes a total of 11(10).		
Paid Vacations:	Effective in 1975, 4 weeks after 10 (15) years and 5 weeks after 20 (25) years.		
Welfare:	<u>Extended Health Care Plan</u> - Employer pays 100% (50%) of the premiums.		
Meal Allowance:	\$2.00 (\$1.50).		

Connaught Laboratories Ltd. at Toronto and Holton - Connaught Laboratories Employees' Association (Ind.): A 24-month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 540 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>
	General Increases (applicable to mid-point of range)	12% (min. \$14/week)	9%
	Technician 1 (Laboratory)	\$110-\$130 (\$103-\$113)	\$121-\$141
	Technical Supervisor II (Laboratory)	\$245-\$275 (\$234-\$254)	\$269-\$299
Cost of Living Allowance:	Should the Metropolitan Toronto Consumer Price Index increase more than 9% between April 1974 and April 1975, the wage increase scheduled for July 1, 1975 will equal that percentage increase, to a maximum of 15%.		
Call-in Pay:	3(2) hours minimum at overtime rates.		
Paid Holidays:	One floating holiday added in the first year and two in the second year for a total of 11(9) paid holidays.		
Paid Vacation:	3 weeks after 5(6) years of service.		
Health and Welfare:	<u>Life Insurance</u> (new) - \$1,000 basic, up to 3 times the annual salary of the individual, company paid.		
	Sick Leave - Accumulative to maximum 15 days in the third (fourth) year of employment, 20 days in the fourth (sixth) year.		
	<u>Medical/Dental Appointments</u> - Up to 3 paid hours per appointment, to be charged against sick leave.		
Other Paid Leave (new):	2 days for marriage, 1 day for citizenship application, 1 day for citizenship confirmation, 1 day for moving and $\frac{1}{2}$ day for school examination.		

MISCELLANEOUS MANUFACTURING

Cooper of Canada Ltd. at Toronto - Local 366, International Brotherhood of Pottery and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 7, 1974 to July 6, 1976, covering 1,100 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Aug. 20/74</u>	<u>July 7/75</u>
	Increases	Job Reclassification and Incentive Bonus Plan	9%

Wage Rates: The new wage scale was not available at date of publication. Former non-incentive rates ranged from \$2.78 per hour for Shipper at 3 months to \$4.62 for Machine Maintenance Man.

Settlement Pay: \$10 per week to all employees for period July 7, 1974 to Aug. 20, 1974.

Health and Welfare: O.H.I.P. - Employer pays 80%(60%) of premium.

Weekly Indemnity - Employer pays 66 2/3%(50%) of cost of plan which provides a maximum benefit of \$113 per week.

Prescription Drug Plan (new) - Deductibles of \$15-\$30. Employer pays 50% of premium.

Jury Duty: Employer makes up difference between jury duty fee and employee's regular salary.

RETAIL TRADE

Dominion Stores Ltd. in Hull, Qué. and Toronto and various other centres, Ont. - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC):
A 24-month renewal agreement effective from June 22, 1974 to June 21, 1976, covering 10,000 employees (6,000 full-time, 4,000 part-time), settled at the conciliation officer stage.

Wages:	Effective	Aug. 19/74	June 22/75
	General Increases (to all employees on staff)	\$29 per week	\$17 per week
<u>Weekly Rates</u>			
	Clerk "A" (maximum after 30 months)	\$139.50-\$191.00 (\$125.00-\$162.00)	\$148.00-\$208.00
	Meat Chief Clerk (maximum after 12 months)	\$229.00-\$251.00 (\$200.00-\$222.00)	\$246.00-\$268.00
	Part-time Employees Non-Student (maximum after 36 months)	\$2.50-\$4.23/hour (\$2.15-\$3.50)	\$2.70-\$4.65

Retroactive Pay: \$29 per week from June 24, 1974.

Cost of Living Allowance (new): Effective June 22, 1975, 1¢ per hour for each 0.5 of a point increase in the Consumer Price Index, to a maximum of 25¢ per hour, after an increase of 8 points over the June 1974 Index.

Hours of Work: Effective Aug. 26, 1974, weekly hours are reduced to 39(40).

Shift Premiums: 0-40¢-45¢(0-30¢-35¢).

Paid Vacation: 4 weeks after 10(11) years' service, 5 weeks after 20(23) years.

Health and Welfare: Weekly Indemnity - 66 2/3% of salary, with no maximum (previously a maximum of \$115 per week).

Dental Plan - Employer contributes 7¢(5¢) per hour worked.

Bereavement Leave: Brother-in-law and sister-in-law are included for 1 day's paid leave.

Maternity Leave Up to 3 months after birth.
(new):

Evening Opening \$1.50(\$1) if employee is scheduled to work until 8:00 p.m.,
Bonus: \$1.75(\$1.30) until 8:30 p.m. and \$2.00(\$1.60) after 8:30.

Dominion Stores Ltd. at Toronto - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen); A 23-month renewal agreement effective from Aug. 19, 1974 to June 24, 1976, covering 600 employees, settled at the conciliation officer stage.

Wages:	Effective	Aug. 19/74	June 21/75
	General Increases (to all employees on staff)	\$30/week	\$25/week
	"A" Cleaner (0-6 months)	\$176.50-\$193.50 (\$161.50-\$163.50)	\$189.00-\$218.50
	Warehouseman (0-18 months)	\$212.00-\$240.00 (\$197.00-\$210.00)	\$224.50-\$265.00

Retroactive Pay:\$30 per week worked since June 24, 1974.

Cost of Living Effective June 22, 1975, 1¢ for each 0.5 increase in the Allowance(new): Consumer Price Index, to a maximum of 25¢ per hour, after an increase of more than 8 points over the June 1974 Consumer Price Index.

Shift Premiums: 0-25¢-30¢(0-20¢-25¢). Engineers 0-20¢(0-15¢).

Frozen Food 35¢(30¢) per hour. Truck Drivers 15¢(10¢).
Premium:

Paid Vacation: 4 weeks after 10(11) years' service, 5 weeks after 20(23) years.

Health and Welfare:	Weekly Indemnity - 66 2/3% of salary, with no maximum. (Previously a maximum of \$115 per week.)
Bereavement Leave:	Dental Plan - Employer contributes 7¢(5¢) per hour worked. Brother-in-law and sister-in-law are included for 1 day's paid leave.
Meal Allowance:	\$3(\$2.50).
Clothing Allowance:	\$100(\$75) in second and succeeding years of employment. \$25 for safety shoes (new) per year.

Part-Time Employees

Wages:	Effective	Aug. 19/74	June 23/75
	General Increases (employees on staff)	50¢	25¢
	0-6 months	\$3.15-\$4.50 (\$2.90-\$4.00)	\$3.25-\$4.75
Retroactive Pay:	50¢ per hour worked since June 24, 1974.		

Loblaw's Ltd. at Toronto and other centres - Union of Canadian Retail Employees (CLC): A 26-month renewal agreement covering 5,500 full and part-time employees, effective from May 1, 1974 to Apr. 30, 1976, settled at the bargaining stage.

Wages:	Effective	Apr. 29/74	Sept. 2/74	Apr. 28/75
	General Increases (existing employees only)	76¢	Weekly hours reduced to 39(40)	45¢
	Cashier(0-18 mos.) (0-24 months)	\$3.51-\$4.72 (\$2.75-\$3.96)	\$3.60-\$4.84	\$4.05-\$5.29
	Grocery-Produce Clerk (0-24 mos.)	\$3.99-\$5.44 (\$3.23-\$4.68)	\$4.09-\$5.58	\$4.54-\$6.03

Newly Hired Employees

Effective	Aug. 19/74	Sept. 2/74	Apr. 28/75
Cashier (0-18 months)	\$3.13-\$4.72	\$3.21-\$4.84	\$3.66-\$5.29
Grocery-Produce Clerk (0-24 mos.)	\$3.61-\$5.44	\$3.70-\$5.58	\$4.15-\$6.03

Probationary Period: 30(60) worked days.

Cost of Living Allowance (new): 1¢ per hour for each 0.5 increase or decrease in the Consumer Price Index, payable Feb. 3, 1975. Between Feb. 3, 1975 and Apr. 30, 1976, there is a cap of 8.3¢ per hour.

Hours of Work: Effective Sept. 2, 1974, weekly hours reduced to 39(40).

Shift Premiums: Night shift 50¢(25¢). Effective Dec. 29, 1974, the premium will be discontinued and night shift classifications will be established. Evening shift - 60¢(50¢).

Overtime: Double time after 2(4) hours of daily overtime.

Paid Holidays: A personal holiday, to be taken on or about employee's birthday is added for a total of 10. Employees whose birthdays occurred between May 1, 1974 and date of ratification will receive a day's pay in lieu.

Paid Vacation: 4 weeks after 10(12) years' service and 5 weeks after 20 (23) years. Effective in 1975, 6 weeks (new) after 30 years.

Health and Welfare: Weekly Indemnity - Amended to provide coverage for 26 weeks for an employee with 3 months to 5 years of service.

Sick Pay Insurance - 50% for employees with 6 months (3 years) of service.

Hospital-Medical - Drug, Dental, Supplementary Hospital and O.H.I.P. coverage extended to husband of female employees and dependent children where comparable coverages are not available at the husband's place of employment.

Survivor Income Benefits - Amended to provide for coverage for dependent children of female employees and for husbands who are certified to be mentally or physically infirm, of female employees.

Dental Benefits - 100%(70%) on class A benefits to \$1,000 annual maximum.

Semi-Private Hospital Insurance - Extended to pregnant employees.

Ambulance Coverage - Extended to pregnant employees.

Store Closing: An employee demoted because of store closing will have his former rate maintained for a period of 8(6) weeks.

Transportation Allowance: \$1.00 (cost) when required to go to another store in Metropolitan Toronto. 15¢(10¢) per mile for intercommunity transfers.

Meal Allowance: Breakfast \$1.50, lunch \$2.00 and supper \$4.00 (new).

Part Time Employees

Wages:	Effective	Apr. 29/74	Aug. 19/74	Apr. 28/75
General Increases (existing employees only)	73¢		9¢	50¢
Student (on staff) (0-36 months)	\$2.46-\$4.14 (\$1.73-\$3.41)	\$2.55-\$4.23		\$3.05-\$4.73
Non-Student (on staff) (0-36 mos.)	\$2.58-\$4.14 (\$1.85-\$3.41)	\$2.67-\$4.23		\$3.17-\$4.73

Newly Hired Employees

Effective	Aug. 19/74	Apr. 28/75
Student (0-36 months)	\$2.14-\$4.23	\$2.64-\$4.73
Non-Student (0-36 months)	\$2.26-\$4.23	\$2.76-\$4.73

Cost of Living Allowance: Same as C.O.L.A. for full-time employees.

Hours of Work: Maximum 24(26½) hours per week, minimum 4(3) hours per day.

Shift Premium: Night Shift 50¢(25¢). Evening Shift 60¢, if scheduled to work 8 or more hours on that day.

Overtime: Double time after 10 hours per day (previously time and one-half after 8 hours). Double time (time and one-half) on statutory holidays.

Call-in Pay: Minimum 4(3) hours.

Christmas Bonus: \$20(\$10) for employees with more than one year of service, \$10(\$5) for employees with more than six months of service.

EDUCATION AND RELATED SERVICES

Ottawa Board of Education - Ottawa Board of Education Employees Association (Ind.) (maintenance, services and plant operations employees): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 830 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>Aug. 1/74</u>	<u>Nov. 1/74</u>
<u>Increases</u>				
General Mtce. Worker		9%	2%	2%
Cleaner		9%	3%	3%
Cafeteria Worker		10%	5%	5%
All increases are calculated on 1973 rates.				
Kitchen Assistant		\$2.15/hr. (\$1.95)	\$2.25	\$2.35
Cleaner Grade 1		\$2.66/hr. (\$2.44)	\$2.73	\$2.80
Electrician (Mtce. Cat. 1)		\$11,144.39 /yr. (\$10,224.21)	\$11,348.87	\$11,553.35
Shift Premium:	0-10¢ (new).			
Health and Welfare:	<u>Sick Leave</u> - 2 days per month accumulative to maximum of 24 days (previously 1½ days per month - no maximum).			

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide - Civil Service Association of Ontario (Inc.) (Ind.) (non-teaching staff employees): A 24-month renewal agreement effective from Apr. 1, 1974 to Mar. 31, 1976, covering 2,750 employees, settled at the bargaining stage.

Wages:	Effective	<u>Apr. 1/74</u>	<u>July 1/75</u>
General Increases		12½%	9%
Clerk 1, General		\$2.57-\$2.99 (\$2.28-\$2.66)	\$2.79-\$3.26
Technologist 3		\$6.68-\$7.80 (\$5.94-\$6.93)	\$7.28-\$8.49
Shift Premium:	0-16¢(0-12¢).		
Overtime:	Double time (time and one-half) for 7th day of work.		
Paid Vacation:	3 weeks after 1 year, 4 weeks after 15(16) years and 5 weeks (new) after 25 years.		

Health and Welfare:

Life Insurance - \$5,000 (\$2,000).

Extended Health - Employer pays 75% of premium (previously employee paid full premium).

Bereavement Leave:

Grandparent added for paid leave, at the discretion of the College.

Witness Duty:

Employer makes up difference between witness fee and regular pay, when employee serves as a witness in court as a public duty.

HEALTH AND WELFARE SERVICES

Hamilton Civic Hospitals at Hamilton - Local 794, Canadian Union of Public Employees (CLC) (non-medical employees): A 20-month renewal agreement effective from May 1, 1974 to Dec. 31, 1975, covering 1,700 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	May 1/74	Jan. 1/75	July 1/75	Sept. 1/75
<u>Weekly Increases</u>					
	Employees working 38 $\frac{3}{4}$ hours per week	\$20.85	\$13.60	\$12.00	\$8.00
	Employees working 37 $\frac{1}{2}$ hours per week	\$24.90	\$13.60	\$12.00	\$8.00
	Ward Aide 1 (38 $\frac{3}{4}$ hours)	\$124.68- \$129.80 (\$103.83- \$108.95)	\$138.28- \$143.40	\$150.28- \$155.40	\$158.28- \$163.40
	General Clerk 7 (37 $\frac{1}{2}$ hours)	\$165.83- \$176.05 (\$140.93- \$151.16)	\$179.43- \$189.65	\$191.43- \$201.65	\$199.43- \$209.65

Health and Welfare:

O.H.I.P. and Group Life Insurance - Effective July 1, 1974, employer pays 90% (80%) of premiums.

Oshawa General Hospital - Nurses' Association, Oshawa General Hospital (Ind.):

An 18-month renewal agreement effective from Jan. 2, 1974 to June 30, 1975, covering 400 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 2/ 74</u>	<u>July 1/74</u>
General Increases		\$155 per month on minimum rates	\$50 per month on minimum rates
Graduate Nurse, Registered in Ontario		\$800 - \$910 (\$645 - \$756)	\$850 - \$1,020
Assistant Head Nurse		\$836 - \$946 (\$681 - \$803)	\$886 - \$1,056
<u>Effective</u>		<u>Jan. 1/75</u>	<u>Apr. 2/75</u>
General Increases		\$65 per month on minimum rates	\$30 per month
Graduate Nurse, Registered in Ontario		\$915 - \$1,115	\$945 - \$1,145
Assistant Head Nurse		\$951 - \$1,151	\$981 - \$1,181

Probationary period is 3 months. Maximum rates reached after 5 twelve-month increases. Effective July 1974, maximum rates reached after 6 twelve-month increases and effective Jan. 1, 1975, after 7 twelve-month increases.

Shift Premiums: 0 - \$1.50 - \$1.50 (0 - \$1.10 - \$1.10).

Standby Pay : \$6.00(new) for 8 hours.

Paid Vacations: Effective in 1975, 4 weeks after 4(5) years.

Welfare: Life Insurance, OHIP and Semi-Private Hospitalization - Employer pays 90%(80%) of the premiums.

Peterborough Civic Hospital - Local 19, Canadian Union of Public Employees

(CLC): A 24-month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 294 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>July 1/74</u>	<u>Mar. 1/75</u>
General Increases		80¢	45¢
Dietary Aide		\$3.18 - \$3.51 (\$2.38 - \$2.71)	\$3.63 - \$3.96

	<u>July 1/74</u>	July 1/75
Cleaner	\$3.42 - \$3.79 (\$2.62 - \$2.99)	\$3.87 - \$4.24
Registered Nursing Assistant	\$3.53 - \$3.95 (\$2.73 - \$3.15)	\$3.98 - \$4.40
Electrician	\$4.45 - \$5.02 (\$3.65 - \$4.22)	\$4.90 - \$5.47
Effective	<u>Nov. 1/75</u>	
General Increases	40¢	
Dietary Aide	\$4.03 - \$4.36	
Cleaner	\$4.27 - \$4.64	
Registered Nursing Assistant	\$4.38 - \$4.80	
Electrician	\$5.30 - \$5.87	

Probationary period is 3 months. Maximum rates for Dietary Aide and Cleaner reached after 1 three-month and 1 nine-month increase. Maximum rates for Registered Nursing Assistant and Electrician reached after 1 three-month, 1 nine-month and 1 twelve-month increase

Sarnia General Hospital - Local 220, Service Employees (AFL-CIO/CLC): In April 1973, a 24 - month renewal agreement was ratified effective from Jan. 1, 73 to Dec. 31, 1974, covering 251 employees. This agreement provided for increases on May 7, 1974 as follows:

Effective	<u>May 7/74</u>
Increases	13¢-22¢
Housekeeping Maid	\$2.58-\$2.73 (\$2.41-\$2.56)
Porter	\$3.23-\$3.38 (\$3.06-\$3.21)
Registered Nursing Assistant	\$3.28-\$3.43 (\$3.10-\$3.25)
Maintenance Man (Certified)	\$4.73 (\$4.56)

This agreement was terminated and the parties have signed a memorandum renewing it for a term of 18 1/2 months, effective from June 15, 1974 to Dec. 31, 1975. As a result wages have been amended as of May 7, 1974 and additional increases are as follows:

<u>Wages:</u>	<u>Effective</u>	<u>May 7/74</u>	<u>Nov. 28/74</u>
	<u>Increases</u>	50¢ - 66¢	20¢ for Cooks
	Housekeeping Maid	\$3.01 - \$3.16 (\$2.41 - \$2.56)	\$3.01 - \$3.16
	Porter	\$3.56 - \$3.71 (\$3.06 - \$3.21)	\$3.56 - \$3.71
	Registered Nursing Assistant	\$3.76 - \$3.91 (\$3.10 - \$3.25)	\$3.76 - \$3.91
	Maintenance Man (Certified)	\$5.06 (\$4.56)	\$5.06
	<u>Effective</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>
	<u>Increases</u>	34¢	30¢
	Housekeeping Maid	\$3.35 - \$3.50	\$3.65 - \$3.80
	Porter	\$3.90 - \$4.05	\$4.20 - \$4.35
	Registered Nursing Assistant	\$4.10 - \$4.25	\$4.40 - \$4.55
	Maintenance Man (Certified)	\$5.40	\$5.70
	<u>Effective</u>	<u>Sept. 1/75</u>	
	<u>Increases</u>	20¢	
	Housekeeping Maid	\$3.85 - \$4.00	
	Porter	\$4.40 - \$4.55	
	Registered Nursing Assistant	\$4.60 - \$4.75	
	Maintenance Man (Certified)	\$5.90	

Probationary period is 45 working days within 5 months.
Maximum rates reached after 2 six-month increases.

Paid Holidays: Effective in 1975, second Monday in February is added for a total of 11 (10).

Paid Vacations: Effective in 1975, 3 weeks after 4 (5) years and 4 weeks after 14 (15) years.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC)

(data processing group): A 17-month renewal agreement effective from Aug. 29, 1974 to Jan. 11, 1976, covering 2,480 employees, settled at the arbitration stage. (Previous agreement expired Sept. 23, 1973.)

The award provided for the division of the Data Processing group into two sub-groups, Data Conversion and Data Production and a revised classification standard and salary structure.

Wages:	Effective	<u>Sept. 24/73</u>	<u>Apr. 1/74</u>	<u>Dec. 2/74</u>
General Increases		8% - 9%	\$500/year	7½%

DA-CON-1	\$5,019-\$6,868 (\$4,605-\$6,301)*	\$5,519-\$7,368	\$5,933-\$7,921
DA-CON-8	\$12,402-\$13,630 (\$11,483-\$12,620)*	\$12,902-\$14,130	\$13,870-\$15,190
DA-PRO-1	\$4,996-\$7,588 (\$4,605-\$6,994)*	\$5,496-\$8,088	\$5,908-\$8,695
DA-PRO-7	\$13,791-\$15,157 (\$12,769-\$14,034)*	\$14,291-\$15,657	\$16,363-\$16,831

* Note: Conversion rates of pay, effective Sept. 24, 1973.

Paid Vacation: Effective Apr. 1, 1974, 5 weeks after 29(30) years' service. Effective Apr. 1, 1975, 5 weeks after 28 years.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (office

(equipment operations group): A 15-month renewal agreement effective from Aug. 19, 1974 to Nov. 16, 1975, covering 785 employees, settled at the bargaining stage. (Previous agreement expired July 29, 1973.)

The contract provides for the division of the Office Equipment Operations Group into five sub-groups: Bookkeeping Equipment Operator, Calculating Equipment Operator, Duplicating Equipment Operator, Mail Service Equipment Operator and Microphotography Equipment Operator and a revised classification standard and salary structure for the five sub-groups.

	<u>Effective</u>	<u>July 30/73</u>	<u>Apr. 1/74</u>	<u>Oct. 7/74</u>
Wages:				
General Increases		8½%	\$500/year	7.5%
Bookkeeping Equipment <u>Operator Sub-Group</u>				
OE-BEO-1		\$4,761-\$6,264 (\$4,388-\$5,773)*	\$5,261-\$6,764	\$5,656-\$7,271
OE-BEO-2			\$7,102-\$8,268 (\$6,085-\$7,159)*	\$7,635-\$8,888
	<u>Note:</u>	Conversion rates of pay, effective July 30, 1973.		
Shift Premiums:		0-\$1.25-\$1.75(0-\$1.00-\$1.50) per shift.		
Pay for Work on Holiday:		Time and one-half for first 7½ hours, double time thereafter (time and one-half for all hours worked) in addition to holiday pay.		
Standby Pay:		\$3(\$2) per 8-hour period of standby. \$6 (unchanged) on a day of rest or paid holiday.		
Annual Penological Factor Allowance:	<u>Degree of Contact</u>	<u>Maximum</u>	<u>Medium</u>	<u>Minimum</u>
	Continual	\$850	\$425	\$255(\$212.50)
	Frequent (new)	\$425	\$255	\$170
	Limited	\$255	\$170	\$85
Paid Vacation:		Effective Apr. 1, 1974, 5 weeks after 29(30) years' service. Effective Apr. 1, 1975, 5 weeks after 28 years.		
		Effective October 1974, an employee may receive a salary advance for vacation periods of 2 or more complete weeks.		
Bereavement Leave:		Definition of "immediate family" extended to include stepmother, stepfather, foster parent and stepchild for up to 7 days' paid leave, including 3 days for travel.		
Marriage Leave:		5 days' paid leave (previously paid leave to extent of special leave credits to maximum of 5 days).		
Meal Allowance:		\$2.25(\$2) for an employee who works 3 or more hours of overtime immediately following his normal hours. Plus \$1.75 if he works 4 hours or more beyond the 3 hours.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)

(welfare programmes group): A 16-month renewal agreement effective from Aug. 22, 1974 to Dec. 28, 1975, with wage increases retroactive to Sept. 24, 1973. The agreement covers 1,390 employees and was settled at the bargaining stage. (Previous agreement expired Sept. 23, 1973.)

Wages:	Effective	Sept. 24/73	Sept. 23/74
	General Increases	10½%	10%
<u>Annual Rates</u>			
WP-1		\$8,229-\$10,830 (\$7,447-\$9,801)	\$9,052-\$11,913
WP-6		\$21,451-\$24,375 (\$19,413-\$22,059)	\$23,596-\$26,813

Standby Pay: \$7(\$6) on a day of rest or paid holiday, \$3(\$2) on other days.

Meal Allowance: \$2.25(\$2) for an employee who works 3 or more hours of overtime immediately following his normal hours.

Other Changes: Changes in Pay for Work on Holiday, Annual Penological Factor Allowance, Paid Vacation, Bereavement Leave and Marriage Leave are similar to the Office Equipment Operations Group agreement reported above.

LOCAL ADMINISTRATION

Mississauga Town Corporation - Local 1212, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 210 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	Jan. 1/74	July 1/74
	Increases	\$1,503 for 1st Class Fire Fighter	\$330 for 1st Class Fire Fighter
Wages for other classifications are calculated as a percentage of 1st Class Fire Fighter's wage.			
Third Class Firefighter		\$10,664 (\$ 2,276)	\$10,928
First Class Firefighter		\$13,330 (\$11,827)	\$13,660
Captain		\$15,329 (\$13,392)	\$15,709

Service Pay: \$50 after 5 years' service, \$100 after 10 years' service and \$150 after 15 years' service (new).

Addendum: This addendum consists of one settlement ratified in June 1974.

FURNITURE AND FIXTURE

Gold Crest Products Ltd. at Toronto - Canadian Union of Industrial Employees (Ind.) A 21-month renewal agreement effective from June 1, 1974 to Feb. 28, 1976, covering 447 employees, settled at the bargaining stage and ratified in June. (Previous agreement with Local 2-700, Woodworkers expired Aug. 31, 1973).

Wages: Lump sum payment calculated at 20¢ per hour for all hours worked during the period from Sept. 1, 1973 to Feb. 15, 1974, at which date employees received a 20¢ per hour increase.

Retroactive pay of 20¢ per hour for all hours worked during the period from Feb. 15, 1974 to Mar. 2, 1974, payable to employees on payroll as of May 30, 1974.

Effective	<u>Mar. 4/74</u>	<u>Aug. 31/74</u>
General Increases	20¢	20¢
Grade 10 (includes Packer)	\$2.55 - \$2.75 (\$2.15 - \$2.35)	\$2.75 - \$2.95
Grade 1 (includes Upholsterer 1)	\$3.54 - \$3.84 (\$3.14 - \$3.44)	\$3.74 - \$4.04

Effective	<u>Mar. 1/75</u>	<u>Aug. 30/75</u>
General Increases	20¢	20¢
Grade 10 (includes Packer)	\$2.95 - \$3.15	\$3.15 - \$3.25
Grade 1 (includes Upholsterer 1)	\$3.94 - \$4.24	\$4.14 - \$4.44

Probationary period is 60 calendar days (previously 45 days worked). Employees receive a 10¢ increase after 60 days. Maximum rates reached after 12 months.

An incentive work system may be introduced within 12 months.

Hours of Work: Hours reduced to 40(44) per week.

Overtime Pay: Time and one-half after 8 hours per day (previously time and one-half after 9 hours Monday to Thursday and after 8 hours on Friday).

Pay for Work Double time (previously time and one-half) in addition
on a Paid to regular holiday pay.
Holiday:

Paid Holidays: Full(half) day before Christmas Day and full(half) day before
New Year's Day make a total of 11(10).

Paid Vacations: 3 weeks after 6(8) years and 4 weeks (new) after 15 years.

Welfare: Life Insurance, Weekly Indemnity Plan, Dental Plan, Drug
Plan - Employer pays \$8.00 per month (new) towards the
premiums for these plans.

AMENDMENT

To July 1974 issue, page 1

Burns Foods Ltd. - Food Workers (AFL-CIO/CLC)

1. The agreement does not cover employees at Montreal, Qué.
2. Tradesman rate (Ontario) effective Apr. 1, 1975, should read \$6.605.

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Swift Canadian Co. Ltd. - Food Workers (AFL-CIO/CLC)

Tradesman rate (Ontario) effective Apr. 1, 1975, should read \$6.605.

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Government
Publications



CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING SEPTEMBER 1974



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour



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This report consists of summaries of 33 collectively bargained settlements in Ontario's industries in September 1974. It also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

October 26, 1974

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FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited (Pet Food Division) at Trenton - Local P1172, Food Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1974 to March 31, 1976, covering 200 employees, settled during a strike with mediation assistance. (Previous agreement expired March 31, 1974).

Wages:	Effective	Apr. 1/74	Oct. 1/74	Apr. 1/75
	General Increases	60¢	5¢	60¢
	Grade 1 (includes Bakery Packaging)	\$3.67 (\$3.07)	\$3.72	\$4.32
	Grade 6 (includes Mixer Operator)	\$4.20 (\$3.60)	\$4.25	\$4.85
	Maintenance Grade 5	\$4.82 (\$4.22)	\$4.87	\$5.47

Shift Premiums: 0 - 14¢ - 16¢ (0 - 10¢ - 16¢).

Paid Holidays: One additional floating day is added for a total of 11 (10).

Paid Vacations: 3 weeks after 6 (7) years, 4 weeks after 15 (18) years and 5 weeks (new) after 25 years.

Welfare: Weekly Indemnity Plan - Benefits increase to 75% (66 2/3%) of weekly earnings, payable from the first (third) day of accident or hospitalization and third day of illness for a maximum of 13 to 26 weeks, depending on service.

Tool Allowance : Employer contributes \$30 per year (new).

Christie's Bread, Division of Nabisco Limited at Toronto - Local 426, Bakery Workers (AFL-CIO/CLC): A 21-month renewal agreement effective from July 1, 1974 to March 31, 1976, covering 350 employees, settled during a strike with mediation assistance. (Previous agreement expired June 30, 1974).

Wages:	Effective	Sept. 26/74	June 29/75
	General Increases	75¢	50¢
	General Help (Cafeteria)	\$4.41 (\$3.66)	\$4.91
	Machine Operator	\$5.23 (\$4.48)	\$5.73
	Oven Operator	\$5.35 (\$4.60)	\$5.85

Probationary period is 30(45) working days.

Shift Premiums: 16¢(15¢) per hour for hours worked during normal and regular afternoon and/or night shift.

Overtime Pay: Double time (time and one-half) after 9-1/2 hours on Sunday.

Paid Holidays: Day after New Year's Day is added for a total of 10(9).

Paid Vacations: 4 weeks after 16(17) years, and effective Jan. 1, 1975,
4 weeks after 15 years.

Bereavement Leave: Up to 3(1) days' paid leave granted to attend or make arrangements for funeral upon death of mother-in-law or father-in-law.

Severance Pay: Full-time employees with 2 years service or more, whose employment is terminated by the Company as a result of the closing of the plant or a complete department shall receive severance pay as follows:

- 1 week after 2 years
- 2 weeks after 4 years
- 3 weeks after 8 years
- 4 weeks after 11 years
- 5 weeks after 15 years
- 6 weeks after 18 years
- 7 weeks after 21(25) years
- 8 weeks(new) after 24 years
- 9 weeks(new) after 27 years
- 10 weeks(new) after 30 years

General Bakeries Limited (G. B. Wonder Division) at Toronto - Local 264, Bakery Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Aug. 13, 1974 to Aug. 12, 1976, covering 200 employees, settled at the mediation stage. (Previous agreement expired Aug. 12, 1974).

Wages:	Effective	<u>Aug. 13/74</u>	<u>Aug. 13/75</u>
	General Increases	70¢	50¢
	Category F (General Help-Light Duties)	\$4.21 (\$3.51)	\$4.71
	Category A (Includes Dough Mixer)	\$5.24 (\$4.54)	\$5.74
	Category H (Machinist "A")	\$6.18 (\$5.48)	\$6.68

Cost-of-Living Allowance: New cost-of-living provision of \$2.00 per week per 1.0% change in the Consumer Price Index (1961=100), after the Index rises 8% above the August 1974 Index, up to a maximum of \$8.00 per week.

Shift Premium: 20¢(18¢) per hour for hours worked between 8:00 p.m. and 6:00 a.m. Effective August 1975, 22¢ per hour.

Paid Holidays: Employee's birthday is added for a total of 10(9).

Paid Vacations: 3 weeks after 5(6) years, and 5 weeks (new) after 25 years.

Welfare: Life Insurance - \$5,000 (\$3,000).

Weekly Indemnity Plan - Benefits increase to \$100(\$90) per week, payable, as previously, on a 1-4-26 basis.

Major Medical Plan (includes Drugs) - Deductibles reduced to \$10 for single employees and \$20 for married employees (previously \$25 for all employees), with 100%(80%) of remaining expenses paid for drugs, and 80% (same) of all other remaining expenses paid.

Dental Plan - Employer pays 50% of the premiums for new dental plan to provide 100% of the charge for basic treatment and 50% for certain other services.

Safety Shoe Allowance: Employer pays 100%(50%) of the cost of one pair of safety shoes per year.

TOBACCO

Imperial Tobacco Products Ltd. at Guelph - Local 323, Tobacco Workers International Union (AFL-CIO/CLC) (plant employees): A 22-month renewal agreement effective from Sept. 26, 1974 to July 14, 1976, covering 725 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 15/74</u>	<u>July 14/75</u>
	General Increases	17%	10% (after adjustments for reduction in hours)
	General Help	\$5.520	\$6.115
	Shipping Group 12	(\$4.720)	
	Production Mechanic	\$7.030	\$7.790
	Trades Group 6	(\$6.010)	

Cost of Living Allowance(new): Effective July 14, 1975, 1¢ for each 0.5 increase in the Consumer Price Index above the C.P.I. for July 1975, adjusted quarterly, with a cap of 25¢ per hour between July 1975 and July 1976.

Hours of Work: Effective July 14, 1975, the hours of the day and afternoon shifts are reduced to 36(36 $\frac{1}{4}$) and of the night shift to 32(36 $\frac{1}{4}$) with no loss in pay.

Shift Premiums: Effective July 14, 1975, 0¢-20¢-35¢(0-18¢-35¢).

Paid Vacation: Effective in 1975, 4 weeks after 12(15) years of service and 5 weeks after 17(25) years.

Health and Welfare: Medical Assistance Plan - Effective Jan. 1, 1975, the present plan is transferred to Blue Cross on a 100% direct claims reimbursement basis, and multiple coverage is to be provided for married female employees (previously single coverage only.)

O.H.I.P. - Effective Jan. 1, 1975, married female employees to have multiple coverage (previously single coverage only.)

Pension Plan: Effective Jan. 1, 1975, the plan is to provide survivors' benefits for spouse (previously only dependent spouse) for married female employees.

RUBBER

Seiberling Rubber Company of Canada Ltd. at Toronto - Local 118, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1974 to June 18, 1977, covering 365 employees, settled during a strike. (Previous agreement expired June 15, 1974).

Wages:	Effective	<u>June 16/74</u>	<u>Sept. 29/74</u>
	General Increases	55¢	
	Skilled Trades Adjustment	-	25¢ for Building Maintenance Employees; 50¢ for Engineering Division Employees
	Additional Adjustments	-	10¢ - 15¢ for certain employees
	Material Handler	\$4.34 (\$3.79)	\$4.44
	Electrician	\$5.42 (\$4.87)	\$5.92

Effective	<u>June 15/75</u>	<u>June 13/76</u>
General Increases	30¢	30¢
Skilled Trades Adjustment	25¢ for Engineering Division employees	
Material Handler	\$4.74	\$5.04
Electrician	\$6.47	\$6.77
Cost-of-Living Allowance:	Effective Dec. 1975, new cost-of-living provision of 1¢ per hour for each .45 points that the previous 3 month average of the Consumer Price Index (1961=100) exceeds the base of the average Index for the months of April, May and June 1975 increased by 3.5%, to be adjusted quarterly. Effective in 1976, the base will be the average Index for the months of April, May and June 1976 increased by 3.5%.	
Shift Premiums:	0¢ - 15¢ - 20¢ (0¢ - 10¢ - 15¢).	
Bereavement Leave:	Son-in-law and daughter-in-law included in 3 day's paid leave to attend or make arrangements for funeral.	
Welfare:	<u>Life Insurance & A.D. & D.</u> -\$9,500 for all employees (previously \$8,500 for male employees and \$7,000 for female employees). <u>Life Insurance for Retirees</u> - \$4,500 for all employees (previously \$4,000 for male employees and \$3,200 for female employees). <u>Weekly Indemnity Plan</u> - Benefits increase to 66 2/3% of weekly earning for all employees up to a maximum of \$125 per week (previously \$85 for male employees and \$70 for female employees), and with a minimum (new) of \$100 per week, payable, as previously on a 1-1-8-52 basis. <u>Survivor Income Benefits</u> - \$175 (\$150) per month up to a maximum of \$4,200 (\$3,600) in 24 months.	
Pension Plan:	\$9.25 (\$7.25) per month per year of service. Employee may retire at age 55 and 30 (37) year's service with no reduction in benefits. Supplementary benefits of \$8.00 (\$7.50) per month per year of service up to a maximum of 25 years. <u>Deferred Life Annuity</u> - \$9.25 (\$7.25) per year of service from and including Jan. 1, 1965.	
Supplementary Unemployment Benefits Fund:	Maximum funding of \$750 (\$350).	
Safety Shoe Allowance:	Employer pays 40% of the cost for safety shoes purchased during 2 designated months each year and 25% (same) for shoes purchased during remaining 10 months.	

Goodyear Tire and Rubber Company of Canada Limited at Bowmanville - Local 189,
Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from Feb. 20, 1974 to Feb. 19, 1977, covering 366 employees, settled during a strike. (Previous agreement expired Feb. 19, 1974).

Wages:	Effective	<u>Feb. 20/74</u>	<u>Feb. 20/75</u>	<u>Feb. 20/76</u>
	General Increases	55¢	30¢	30¢
	Additional Adjustments	50¢ for skilled tradesmen; 5¢-10¢ inequity adjustments for some classifications	25¢ for skilled tradesmen	-
	Utility Man	\$4.550 (\$3.945)	\$4.850	\$5.150
	Electrician	\$5.785 (\$4.735)	\$6.085	\$6.385

Cost-of-Living Allowance: Effective Aug. 1975, new cost-of-living provision of 1¢ per hour for each .45 points that the previous 3 month average of the Consumer Price Index (1961=100) exceeds the base of the average Index for the months of Dec. 1974, Jan. and Feb. 1975 increased by 3.5%, to be adjusted quarterly. Effective in 1976, the base will be the average Index for the months of Dec. 1975, Jan. and Feb., 1976, increased by 3.5%.

Shift Premiumns: 0 - 15¢ - 20¢ (0 - 10¢ - 15¢).

Welfare: Life Insurance and A.D.&D. - \$9,500 for all employees (\$8,500 - for male employees and \$7,000 for female employees).

Life Insurance for Retirees - \$4,500 for all employees (\$4,000 for male employees and \$3,200 for female employees).

Weekly Indemnity Plan - Benefits increase to 66 2/3% of weekly earnings for all employees up to a maximum of \$125 per week (\$85 for male employees and \$70 for female employees), and with a minimum of \$100 per week (new), payable, as previously, on a 1-1-8-52 basis.

Pension Plan: \$9.25 (\$7.25) per month per year of service.

Employee may retire at age 55 and 30 (37) years' service with no reduction in benefits.

Supplementary benefits of \$8.00 (\$7.50) per month per year of service up to a maximum of 25 years.

Supplementary Unemployment Benefits Fund: Maximum funding of \$750 (\$350).

Rubbermaid (Canada) Limited at Mississauga - Local 252, Auto Workers (CLC):

A 24-month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 200 employees, settled during a strike with mediation assistance. (Previous agreement expired June 30, 1974).

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>
General Increases		50¢	12% plus 6¢
Machine Operator Packer		\$3.51 (\$3.01)	\$3.99
Maintenance Specialist		\$5.53 (\$5.03)	\$6.25

Shift Premiums: 0 - 16¢ - 16¢ (0 - 14¢ - 14¢).

Pay for Work on a Paid Holiday: Double time (previously time and one-half) in addition to regular holiday pay.

Paid Holidays: Boxing Day and day before New Year's Day are added for a total of 12(10).

Paid Vacations: 4 weeks after 15(18) years. Effective July 1975, 3 weeks after 6(8) years.

Bereavement Leave: Step-parents included in up to 3 days' paid leave to attend funeral, or 1 day's paid leave to attend an official memorial service.

Jury Duty Leave: Employer makes up the difference between fee for court witness duty (and, as previously, jury duty) and regular pay.

Welfare: Life Insurance - \$6,000(\$5,000).

Weekly Indemnity Plan - Benefits increase to 66 2/3% (60%) of weekly earnings up to a maximum of \$110(\$70) per week, payable, as previously, on a 1 - 8 - 26 basis.

Major Medical Plan (includes Drugs) - Employer pays 100% of the premiums for new plan with deductible of \$25, and a maximum life-time benefit of \$10,000.

PRIMARY METAL

Eldorada Nuclear Limited at Port Hope - Local 13173, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from October 1, 1974 to September 30, 1975, covering 212 employees, settled at the bargaining stage. (Previous agreement expired September 30, 1974).

Wages: Employees on payroll as of March 17, 1974 and date of ratification receive supplemental cash bonus of \$280, pro-rated during the period from March 17.

<u>Effective</u>	<u>Oct. 1/74</u>
General Increases	65¢
Additional Adjustments	2¢ - 25¢ for some classifications
General Plant Labour	\$4.14 (\$3.49)
Electrician	\$5.39 (\$4.54)
Powerhouse Engineer	\$5.73 (\$4.88)

Shift Premiums: 0 - 25¢ - 35¢ (0 - 20¢ - 20¢).

Paid Vacations: 3 weeks after 6 (10) years.

Welfare: Life Insurance, Weekly Indemnity Plan, Major Medical Plan, OHIP - Employer pays 75% (50%) of the premiums for these plans.

METAL FABRICATING

Aluminum Goods Limited, Division of Alcan Canada Products Limited at Toronto - Local 2858, Steelworkers (AFL-CIO/CLC): A 23½-month renewal agreement effective from Sept. 8, 1974 to Aug. 21, 1976, covering 360 employees, settled at the conciliation officer stage. (Previous agreement expired July 24, 1974).

Wages: Retroactive pay of \$250 for employees on payroll as of July 24, 1974 and date of ratification, pro-rated for new employees.

Effective	<u>Sept. 8/74</u>	<u>July 27/75</u>	<u>Apr. 25/76</u>
Increases	55¢ for production employees; 75¢ for tradesmen	45¢ for production employees; 60¢ for tradesmen	10¢ for production employees; 15¢ for tradesmen
Additional Adjustments	3¢ - 35¢ for certain classifications	-	-
General Labour	\$3.60 -\$3.70 (\$3.05)	\$4.05 - \$4.15	\$4.15 - \$4.25
Electrician Grade 1	\$5.27 - \$5.47 (\$4.47 - \$4.67)	\$5.87 - \$6.07	\$6.02 - \$6.22

Probationary period is 90 calendar days. Wage range is introduced for General Labour. Maximum rates reached after 2 six-month increases.

Shift Premiums: 0 - 17¢ - 19¢ (0 - 14¢ - 16¢).

Overtime Pay: Time and one-half (new) if employee does not receive 24 hours' notice of change in shift.

Paid Holidays: One additional day is added for a total of 11(10). By agreement the two additional days during the term of the contract will both be taken in 1974, on Dec. 23 and 27.

Paid Holiday Allowance: Incentive workers, whose hours of work are subject to incentive earnings on the day before a paid holiday, receive 40¢ per hour (new) in addition to regular holiday pay.

Paid Vacations: Effective in 1975, 3 weeks after 5 (6) years, 4 weeks after 12(16) years and 5 weeks after 22(25) years. Effective in 1976, 4 weeks after 10 years.

Bereavement Leave: One day's paid leave (new) granted to attend memorial service if unable to attend funeral upon death of parents, wife, husband, children, brother, sister, mother-in-law and father-in-law.

Welfare: Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$100 per week (same), payable from the first day of accident and fourth or eighth day of illness, depending on service, for a maximum of 26 weeks for all employees with 1 year's service or more (previously for a maximum of 15 weeks for employees with 1 to 5 years' service and 26 weeks for employees with 5 years' service or more).

Extended Health Care Plan - Employer pays 100% of the premiums for new plan, with deductibles of \$25 for single employees and \$50 for married employees, and with 80% of remaining expenses fully paid.

Meal Allowance: \$1.75 (\$1.50).

Safety Shoe Allowance: Employer pays 50% (new) of the cost of 1 pair of safety shoes upto a maximum of \$10.

Cooper Tool Group Ltd. at Port Hope - Local 6497, Steelworkers (AFL-CIO/CLC):
A 32-month renewal agreement effective from Sept. 30, 1974 to June 1, 1977, covering 225 employees, settled during a strike. (Previous agreement expired June 1, 1974).

Wages:	Effective	<u>June 1/74</u>	<u>June 1/75</u>
General Increases		60¢ for non-incentive workers; 48¢ added to base rates for incentive workers	25¢ for non-incentive workers; 20¢ added to base rates for incentive workers
Additional Adjustments		40¢ for tradesmen	-
General Labourer		\$3.95 (\$3.35)	\$4.20
J Journeyman Machinist		\$5.25 (\$4.25)	\$5.50
Effective		<u>June 1/76</u>	
General Increases		25¢ for non-incentive workers; 20¢ added to base rates for incentive workers	
General Labourer		\$4.45	
J Journeyman Machinist		\$5.75	
Cost-of-Living Allowance:	Effective April 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) after the first 1.0 change in each quarter, as compared with the Jan. 1975 Index, to be adjusted quarterly. First payment in June 1975. Effective June 1, 1976, entire cost-of-living allowance will be folded into wage rates.		
Paid Holidays:	Full(half) day before Christmas Day and full (half) day before New Year's Day make a total of 11(10).		
Paid Vacations:	Effective in 1975, 3 weeks after 8(10) years, 4 weeks after 17(20) years and 5 weeks (new) after .25 years.		
Bereavement Leave:	Mother-in-law and father-in-law included in up to 3 days' paid leave to attend funeral.		
Welfare:	<u>Life Insurance, Weekly Indemnity Plan, Long Term Disability Plan, OHIP and Supplementary Hospitalization Plan</u> - Employer pays 100% (previously 50%) of the premiums for these plans, for employees who have completed their probationary period.		

Life Insurance - \$8,000 (\$6,000).

Weekly Indemnity Plan - Benefits increase to \$80(\$60) per week, payable, as previously, from the eighth day of accident or illness for a maximum of 26 weeks.

Long Term Disability Plan - Benefits increase to \$80(\$60) per week.

Pension Plan: \$6.50(\$5.50) per month per year of service. Effective Sept. 30, 1975, \$7.00 per month per year of service.

Effective May 15, 1975, pension benefit will not be reduced for early retirement at age 64.

Survivor Income Benefits - Plan will be amended to provide 50% of benefits for survivor between the ages of 55 and 65.

Crane Canada Limited at Brantford - Local 7480, Steelworkers (AFL-CIO/
CLC): A 28-month renewal agreement effective from June 3, 1974 to September 30, 1976, covering 220 employees, settled at the bargaining stage. (Previous agreement was to expire September 30, 1974).

	Effective	<u>June 3/74</u>	<u>June 3/75</u>
Wages:	Increases	43¢ for skilled tradesmen; 43¢ - 65¢ for other classifications	12%
	Additional Adjustments	50¢ for skilled tradesmen	50¢ for skilled tradesmen
	Labourer	\$3.82 (\$3.39)	\$4.28
	Electrician	\$5.86 (\$4.93)	\$7.06

Shift Premiums: 0 - 25¢ - 30¢ (0 - 14¢ - 16¢).

Paid Vacations: Effective during the term of the last contract, 3 weeks after 5 (10) years.

Welfare: Life Insurance, Weekly Indemnity Plan, OHIP and Semi-Private Hospitalization - Employer pays 33% more towards cost of plans.

MACHINERY

<u>Massey-Ferguson Industries Ltd. at Toronto and Brantford - Locals 439 and 458, United Auto Workers (CLC):</u>	A 36-month renewal agreement effective from Sept. 2, 1974 to Sept. 1, 1977, covering 4,500 employees, settled after a work stoppage.		
Wages:	Effective	Sept. 2/74	Sept. 1/75
	General Increases	9%	3%
	COLA Fold-in	72¢	
	General Labourer	\$5.09 (\$4.01)	\$5.24
	Tool & Die Maker	\$6.64 (\$5.43)	\$6.84
			\$7.05
Cost of Living Allowance:	Folded in 57¢ leaving a float of 5¢ for the period prior to June, 1974. An additional 15¢ folded in for period June to September, 1974. New formula: 1¢ per hour for each 0.35(0.40) point change in the Consumer Price Index effective December, 1974.		
Shift Premiums:	0-20¢-32¢(0-18¢-26¢).		
Paid Holidays:	1 additional for a total of 14.		
Health and Welfare:	<u>Life Insurance</u> - Minimum \$10,000(\$6,000). <u>Weekly Indemnity</u> - Maximum \$190(\$165).		
	<u>Dental Plan</u> (new) - Plan will commence Nov. 1, 1975 and be 100% Company financed.		
Pension Plan:	<u>Basic Benefit</u> - \$9.50(\$7.50) per month per year of service. <u>Supplementary Benefit</u> - \$9.50(\$7.50) per month per year of service to maximum \$237.50(\$187.50) per month. <u>Special Early Retirement</u> - At age 55 with 30 years' service, \$625 per month. Effective Sept. 1, 1976, for foundry workers at age 55 with 25 years' service. <u>Current Pensioners</u> - Effective Sept. 1, 1974, \$8.25 per month per year of service; Sept. 1, 1975, \$8.60.		
Supplemental Unemployment Benefit Plan:	The joint SUB/UIC plan provides a flat benefit of 95% of after-tax earnings for a maximum period of 52 weeks. Period of coverage is dependent on length of seniority. (Previous flat benefit was \$30 weekly.)		
Meal Allowance:	\$2.50(\$2.00).		
Attendance Bonus (new):	Commencing Sept. 1, 1975, the Plan will provide for one-half hour credit for each 40 hours worked.		

TRANSPORTATION EQUIPMENT

International Harvester Company of Canada Ltd. at Chatham - Local 127, United Auto Workers (CLC): A 36-month renewal agreement effective from June 3, 1974 to June 2, 1977, covering 1,500 employees, settled after a work stoppage.

	Effective	June 3/74	June 3/75	June 3/76
Wages:	General Increases	3% plus 19¢	3%	3%
	COLA Fold-in	28¢		
	General Labourer	\$4.73 (\$4.14)	\$4.87	\$5.02
	Electrician	\$6.40 (\$5.76)	\$6.59	\$6.79
Cost of Living Allowance:	COLA during the new contract will be based on a combined Canada/U.S. consumer price index. The new ratio is 1¢ for each 0.3 point change - based on the 1967 index (formerly 1¢ per 0.4 change based on the 1961 Canadian index).			
Shift Premiums:	0-23¢-31¢(0-20¢-28¢).			
Paid Holidays:	14(12) days 1st year, 14(12) days 2nd year, 12(13) days 3rd year. Change in number of holidays due to number of non-recurring holidays falling during Christmas week holiday period.			
Health and Welfare:	<u>Life Insurance</u> - Maximum \$16,000(\$14,500). <u>Weekly Indemnity</u> - Maximum \$190(\$155). <u>Long Term Disability</u> - Maximum \$655(\$590) per month. <u>Dental Plan</u> (new) - Co-insurance. Premium 100% company paid.			
Pension Plan:	Provides for retirement at age 55(58) after 30 years of service with benefits amounting to \$625 per month. <u>Basic Benefits</u> - Increase to \$9.75(\$7.75) July 1, 1974; \$10.00 for the top class July 1, 1975. <u>Current Retirees</u> - Basic benefit increases for current retirees vary by date of retirement. Those receiving \$7.75 in previous contract will receive \$8.50 July 1, 1974, \$8.75 July 1, 1975, and \$9.10 July 1, 1976.			
Supplemental Unemployment Benefit Plan:	Effective July 1, 1974, company contributions range from 0-10¢ per hour. July 1, 1975, company contributions will range from 0-12¢ per hour. Commencing July 1, 1974, additional contributions will be made for overtime hours worked: 6¢ per hour for time and one-half; 12¢ per hour for double time.			

Funding requirement by company ceases when level of fund equals \$500 x number of employees.

Maximum benefit while waiting for Unemployment Insurance: \$90 (\$80) per week.

Maximum combined SUB/UIC benefit: 90% of after tax take home pay.

ELECTRICAL PRODUCTS

Canadian Chromalox Company Ltd. at Toronto - Local 252, Auto Workers (CLC):
A 24-month renewal agreement effective from April 29, 1974 to April 28, 1976, covering 425 employees, settled during a strike. (Previous agreement expired April 28, 1974).

Wages: Settlement pay of \$325 for employees on payroll as of April 28, 1974 and July 5, 1974, who returned to full time employment on Sept. 16, 1974.

Effective	Sept. 15/74	Apr. 29/75	Nov. 1/75
General Increases	75¢	55¢	10¢
Additional Adjustments	-	7¢ for coil room assemblers	-
Coil Room Sub Assemblers	\$4.28 (\$3.53)	\$4.90	\$5.00
Electrician Class 2	\$5.85 (\$5.10)	\$6.40	\$6.50

Shift Premiums: 0 - 18¢ - 20¢ (0 - 15¢ - 17¢).

Paid Holidays: Day before New Year's Day is added for a total of 11 (10).

Paid Vacations: 3 weeks after 5 (6) years, 4 weeks after 15 (16) years and 5 weeks (new) after 20 years.

Bereavement Leave: One day's paid leave (new) granted upon death of grandparents.

Welfare: Life Insurance and A.D.&D. - Effective Oct. 1, 1974, benefits of an amount equal to annual salary with minimum increased to \$9,500 (\$8,500).

Weekly Indemnity Plan - Benefits of 70% (same) of weekly earnings, payable from the first day of accident or hospitalization and fourth day of illness for a maximum of 26 weeks (previously payable from the first day of accident and fourth day of illness for a maximum of 26 weeks).

Drug Plan - Effective Oct. 1, 1974, deductible of 20¢ per prescription (previously \$10 for single employees and \$20 for married employees).

Meal Allowance: \$2.50 (\$2.00).

Electrohome Ltd. at Kitchener and Waterloo - Local 2345, International Brotherhood of Electrical Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from Oct. 1, 1974 to Sept. 30, 1975 covering 1,790 employees, settled at the bargaining stage.

Wages:	Effective	Oct. 1/74	Jan. 6/75
	General Increases	13%	5¢
	Labourer	\$3.00 (\$2.66)	\$3.05
	Tool & Die Maker	\$5.42 (\$4.80)	\$5.47
Shift Premiums:	0-15¢-20¢-25¢(0-12¢-15¢-17¢).		
Paid Holidays:	11($10\frac{1}{2}$) days.		
Paid Vacation:	4 weeks after 14(15) years.		
Health and Welfare:	<u>Life Insurance</u> - \$7,500(\$5,000). <u>Extended Health Care Plan</u> - Pays 100%(90%) of eligible expenses after \$25 deductible. New benefits include eye glasses and hearing aids.		
Pension Plan:	<u>Basic Benefit</u> - \$4(\$2) per month per year of service. Retirement at age 65(70).		

Amalgamated Electric Corporation Limited at Markham - Local 1590, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from July 12, 1974 to July 11, 1976, covering 275 employees, settled at the mediation stage. (Previous agreement expired July 11, 1974).

Wages:	Effective	July 12/74	Sept. 26/74	July 13/75
	General Increases	11% with a minimum of 43¢, plus 10¢	10¢	8% with a minimum of 34¢, plus 10¢
	Additional Adjustments	5¢ - 20¢ for certain classification	-	-
	Assembler V	\$3.54-\$3.64 (\$3.01-\$3.11)	\$3.64-\$3.74	\$4.08-\$4.18
	General Helper	\$3.86-\$3.96 (\$3.33-\$3.43)	\$3.96-\$4.06	\$4.40-\$4.50
	Electrician	\$5.14-\$5.42 (\$4.36-\$4.64)	\$5.24-\$5.52	\$5.78-\$6.06

Probationary period is 3 months. Maximum rates reached on merit.

Cost-of-Living Allowance: Effective Sept. 1975, 1¢ per hour per 0.45 (previously 0.5) change in the Consumer Price Index (1961=100) as compared with the June 1975 Index, to be adjusted quarterly, up to a maximum of 20¢ as of Jan. 1976 and 30¢ as of April, 1976.

Shift Premiums: 0 - 17¢ - 19¢ (0 - 14¢ - 16¢).

Paid Holidays: Effective in 1975, one floating day is added for a total of 11(10).

Paid Vacations: Effective in 1975, 3 weeks after 5(8) years, 4 weeks after 15(18) years and 5 weeks after 25(28) years.

Welfare: Weekly Indemnity Plan - Benefits increase to 66-2/3% (60%) of weekly earnings up to a maximum of \$113 (\$100) per week, payable, as previously, on a 1-1-8-39 basis.

OHIP - Employer pays 75% of the premiums (70¢ per week).

Pension Plan: \$4.50 (\$4.00) per month per year of service.

NON-METALLIC MINERAL PRODUCTS

Exolon Company of Canada Ltd. at Thorold - Local 582, Chemical Workers (CLC): A 24-month renewal agreement effective from May 1, 1974 to April 30, 1976, covering 240 employees, settled during a strike with mediation assistance. (Previous agreement expired April 30, 1974).

Wages:	Effective	May 1/74	Sept. 24/74	May 1/75
	General Increases	50¢	3¢	30¢
	General Labour	\$4.18 (\$3.68)	\$4.21	\$4.51
	Machinist	\$4.88 (\$4.38)	\$4.91	\$5.21

Cost-of-Living Allowance: Effective June 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100), as compared with the March 1975 Index, to be adjusted quarterly.

Shift Premiums: 0 - 17¢ - 20¢ (0 - 16¢ - 19¢). Effective May 1, 1975, 0 - 18¢ - 21¢.

Sunday Premium: 45¢ (40¢) per hour. Effective May 1, 1975, 50¢ per hour.

Paid Vacations: 3 weeks after 5 (7) years. Effective May 1, 1975, 6 weeks (new) after 30 years.

Bereavement Leave: Grandparents included in up to 3 days' paid leave to attend funeral.

Welfare: Life Insurance and A.D.&D. - \$6,000 (previously \$5,500 for Life Insurance and \$5,000 for A.D.&D.). Effective May 1, 1975, \$7,000.

Weekly Indemnity Plan - Benefits increase to \$90 (\$75) per week, payable, as previously, on a 1-4-26 basis. Effective May 1, 1975, benefits increase to \$113 per week.

Safety Shoe Allowance: Employer pays \$15.00 (\$7.50) per year for all permanent employees towards the cost of safety shoes, with an additional \$5.00 (\$7.50) for those who work as Carbolon Furnacemen or on Exolon Breaking Floor.

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence - Canadian Marine Officers Union (AFL-CIO/CLC) (marine engineer officers): A 24-month renewal agreement effective from June 1, 1974 to May 31, 1976, covering 550 employees, settled after a work stoppage.

Wages:	Effective	June 1/74	June 1/75
	General Increases	\$1.00	\$1.00
	5th Engineer (under 12,000 tons)	\$4.42 (\$3.42)	\$5.42
	2nd Engineer (over 12,000 tons)	\$5.23 (\$4.23)	\$6.23
Excess Days Bonus:	10% of basic daily wage for all days worked in excess of 260 days per season (new).		
Paid Holidays:	Boxing Day added for a total of 10.		
Vacation Pay:	Less than 1 year of service, 4% of gross wages; 1 to 5 years of service, 5%; 5 to 10 years, 7%; 10 or more years, 9%. (Previously, 1 to 3 years, 16 days pay; 4 to 9 years, 18 days; and 10 or more years, 23 days.)		
Health and Welfare:	<u>Welfare Plan</u> - 60¢(50¢) per man per day contributed by the company.		
	<u>Life Insurance</u> - Employer contributes 48¢ per man per day (new).		
Bereavement Leave:	3 days' paid leave in the event of death of father, mother, wife, child, brother, sister or parents-in-law (new).		

Travelling Pay: 15¢(10¢) per mile when reporting to work or returning home.

Premium Pay: \$24 per month for work performed on self-unloaders and tankers (new).

Travel Time: An officer will be given 72 hours' notice to join his vessel before fit-out (new).

Canadian Lake Carriers Association, Great Lakes and St. Lawrence - Canadian Merchant Service Guild (CLC) (deck officers): A 24-month renewal agreement effective from June 1, 1974 to May 31, 1976, covering 500 employees, settled after a work stoppage.

	Effective	<u>June 1/74</u>	<u>June 1/75</u>	<u>Jan. 1/76</u>
Wages:	General Increases	\$1.05	60¢	45¢
	3rd Mate (under 12,000 tons)	\$4.36 (\$3.31)	\$4.96	\$5.41
	1st Mate (12,000 tons and over)	\$5.17 (\$4.12)	\$5.77	\$6.22
Excess Days Bonus:	10% of basic daily wage for all days worked in excess of 260 days per season (new).			
Layoff:	No loss in basic pay because of a period of lay-off of less than 12 consecutive days (new).			
Paid Holidays:	Boxing Day added for a total of 10.			
Vacation Pay:	Less than 1 year of service, 4% of gross wages; 1 to 5 years, 5%; 5 to 10 years, 7%; 10 or more years, 9%. (Previously, 1 to 4 years, 16 days pay; 5 to 10 years, 18 days; and 10 or more years, 23 days).			
Health and Welfare:	<u>Family Security Plan</u> - \$2(\$1) per day per officer aboard ship.			
Supplemental Unemployment Benefit Fund:	Employer pays 5¢ per hour per employee into the fund. When it reaches maximum funding, the 5¢ per hour will be added directly to all hourly rates (new).			
School Plan Subsistence Allowance:	A maximum payment of \$750(\$500) when an officer obtains a higher certificate, provided he remains with the company for at least 90 (60) days.			
Bereavement Leave:	3 days' paid leave in the event of death of wife, child or parent (new).			

Travel Allowance: 15¢(10¢) per mile when reporting to work or returning home.

Premium Pay: \$24 per month for work performed on self-unloaders and tankers, \$30 for supervising the cleaning out of holds (new).

Travel Time: 72 hours' notice to join vessel before fit-out (new).

Motor Transport Industrial Relations Bureau of Ontario (Inc.), system-wide -
Locals 91, 141, 879, 880 and 938, International Brotherhood
of Teamsters, Chauffeurs, Warehousemen and Helpers of
America (Ind.) (general freight, drivers, dockmen, etc.):
A 36-month renewal agreement effective from Oct. 1, 1974 to Sept. 30, 1977, covering 7,000 employees, settled at the conciliation officer stage.

Wages:	Effective	Oct. 1/74	Oct. 1/75	Oct. 1/76
	General Increases	50¢	58¢	50¢
	COLA Fold-in	12¢		
	Dockman	\$5.77 (\$5.15)	\$6.35	\$6.85
	City Driver	\$5.92 (\$5.30)	\$6.50	\$7.00

Cost of Living Allowance: 1¢ per hour or .025¢ per mile for every 0.5 point increase in the Consumer Price Index with no cap. There will be 5 adjustments made at 6 month intervals throughout the term of the contract with the first adjustment on May 1, 1975 and the final adjustment on May 1, 1977. (Previously 1¢ per 0.6 increase in the CPI, to a maximum of 4¢ in each year of the 3-year agreement).

Shift Premium: 10¢(5¢) per hour between 7 p.m. and 3 a.m.

Paid Holidays: December 31 added for a total of 11.

Paid Vacation: 3 weeks after 5(6) years' service, 4 weeks after 10(13) years and 5 weeks (new) after 20 years.

Health and Welfare: Effective Oct. 1, 1974, employer contributes \$50(\$30) per month per employee to Local Union Health and Welfare Plan. Effective Oct. 1, 1975, \$55 per month and effective Oct. 1, 1976, \$60 per month.

Pension Plan: Effective Oct. 1, 1974, employer contributes \$38(\$28) per month per employee to the jointly administered Pension Plan. Effective Oct. 1, 1975, \$50 per month and effective Oct. 1, 1976, \$60 per month.

Bereavement Leave: Grandparents, grandchildren, brother-in-law and sister-in-law are included for 3 days' paid leave.

Motor Transport Industrial Relations Bureau of Ontario (Inc.), system-wide -
Locals 91, 141, 879, 880 and 938, International Brotherhood
of Teamsters, Chauffeurs, Warehousemen and Helpers of
America (Ind.) (maintenance employees, mechanics, etc.):
A 36-month renewal agreement effective from Oct. 1, 1974
to Sept. 30, 1977, covering 1,000 employees, settled at
the conciliation officer stage.

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
	General Increases	50¢	58¢	50¢
	COLA Fold-in	12¢		
	Skilled Trades Adjustment	10¢ - 25¢		
	Unskilled Classification	\$6.01 (\$5.39)	\$6.59	\$7.09
	Semi-Skilled Classification	\$6.10 (\$5.48)	\$6.68	\$7.18
	Skilled Classification No. 2	\$6.30 (\$5.58)	\$6.88	\$7.38
	Skilled Classification No. 1	\$6.78 (\$6.16)	\$7.36	\$7.86
Shift Premium:	25¢(15¢) per hour between 9 p.m. and 6 a.m.			
Tool Allowance:	\$2(\$1) per week.			
Other Changes:	Similar to the General Freight Agreement, reported on page 19.			

Ottawa-Carleton Regional Transit Commission at Ottawa - Division 279,
Amalgamated Transit Union (AFL-CIO/CLC): An 18-month
renewal agreement effective from July 1, 1974 to Dec. 31, 1975,
covering 1,000 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 1/74</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>
	General Increases	16%	7% (on June 30/74 rates)	7% (on June 30/74 rates)
	Tradesman Adjustment	32¢		
	Operator	\$5.42 (\$4.67)	\$5.75	\$6.08
	Mechanic B	\$6.13 (\$5.01)	\$6.48	\$6.83

Cost of Living Allowance: Effective July 1, 1975, 1¢ for each 0.5 increase in the Consumer Price Index triggered when the index rises 7% above the June 1975 index. COLA will be calculated monthly and folded in at the expiry of the agreement (new).

Paid Holidays: Operators paid for Easter Monday and Boxing Day. (Formerly paid only if a regularly scheduled day).

Paid Vacation: 3 weeks after 3(5) years' service, 4 weeks after 12(15) years, 5 weeks after 20(25) years and 6 weeks (new) after 30 years.

Health and Welfare: Weekly Indemnity - \$30(\$24) per day.
Long Term Disability - Plan (new) provides \$75 per week for 3 years after 42 weeks of Weekly Indemnity.

Meal Allowance: \$2.25(\$1.50).

RETAIL TRADE

Dominion Stores Limited at Guelph, Kitchener, Midland, Waterloo and K-Mart Plaza in Waterloo Township - Local 206, Retail Clerks (AFL-CIO/CLC) (department managers and clerks, full-time and part-time): Two 24-month renewal agreements effective from June 22, 1974 to June 21, 1976, covering 140 full-time employees and 206 part-time employees, settled at the bargaining stage. (Previous agreements expired June 21, 1974).

Wages:	Effective	<u>June 24/74</u>	<u>June 22/75</u>
General Increases	\$29 per week is added to maximum rates		\$17 per week is added to maximum rates
Clerk A	\$139.50 - \$191.00 (\$125.00 - \$162.00)		\$148.00 - \$208.00
Meat Cutter	\$211.00 - \$234.00 (\$182.00 - \$205.00)		\$228.00 - \$251.00
<u>Part-time Employees</u>			
Student	\$ 2.25 - \$ 4.23 (\$ 1.90 - \$ 3.50)		\$ 2.45 - \$ 4.65
Non-Student	\$ 2.50 - \$ 4.23 (\$ 2.15 - \$ 3.50)		\$ 2.70 - \$ 4.65

Probationary period is 30 calendar days for full-time employees. Maximum rates for Clerk 'A' reached after 10 three-month increases and for Meat Cutter after 4 three-month increases.

Remaining terms of settlement are similar to the agreement reached for Dominion Stores at various locations in Southern Ontario and Hull, Quebec, shown on page 16 of the August 1974 Issue. Note that the contribution towards a dental plan does not apply.

RETAIL TRADE

Loblaws Limited at Windsor, Sarnia, London, Brantford, Kingston and in the townships of Nepean and Gloucester - Locals 206 and 486,
Retail Clerks (AFL-CIO/CLC): A 24 - month renewal agreement effective from June 1, 1974 to May 31, 1976, covering 258 full-time employees and 200 part-time employees, settled at the conciliation officer stage. (Previous agreement expired May 31, 1974).

Wages:

Full-time employees

Effective	June 3/74	Sept. 23/74	June 2/75
General Increases	76¢ for present employees	Weekly hours reduced to 39(40)	45¢ for present employees
Cashier	\$3.13-\$4.72 (\$2.75-\$3.96)	\$3.21-\$4.84	\$3.44-\$5.29
Grocery-Produce Clerk	\$3.61-\$5.44 (\$3.23-\$4.68)	\$3.70-\$5.58	\$3.93-\$6.03
Meat Cutter	\$3.57-\$5.83 (\$3.19-\$5.07)	\$3.66-\$5.98	\$3.89-\$6.43

Part-time employees

Effective	June 3/74	Sept. 16/74	June 2/75
General Increases	73¢ for present employees	9¢ for present employees	50¢ for present employees
Student	\$2.10-\$4.14 (\$1.73-\$3.41)	\$2.14-\$4.23	\$2.39-\$4.73
Non-Student	\$2.22-\$4.14 (\$1.85-\$4.14)	\$2.26-\$4.23	\$2.51-\$4.73

Probationary period is 30 worked days. Maximum rates for cashier reached after 18 (24) months

Cost-of-Living Allowance: Effective Feb. 3, 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) above the June 1974 Index, to be adjusted quarterly, up to a maximum of 8.3¢ per hour between Feb. 3, 1975 and May 31, 1976. This allowance applies to full-time and part-time employees.

Night Premium: \$50 (25¢) per hour.

Late Night Shopping Premium: 60¢ (50¢) per hour worked after 6 p.m. Part-time employees scheduled to work 8 hours or more on that day, receive this premium.

Hours of Work: Effective Sept. 23, 1974, weekly hours are reduced to 39 (40).

Overtime Pay: Double time after 2 (4) hours of daily overtime.

Pay for Work on a Paid Holiday: Double time (previously time and one-half) for part-time employees.

Christmas Bonus: Part-time employees receive bonus of \$10 (\$5) with 6 months' service or more and \$20 (\$10) with 12 months' service or more.

Paid Holidays: One additional day, to be taken on or about employee's birthday, is added for a total of 10(9).

Paid Vacations: 4 weeks after 10 (12) years and 5 weeks after 20(23) years.

Welfare: Supplementary Hospitalization Plan, Drug Plan, Dental Plan and OHIP - Coverage is extended to husband and dependent children of female employees where comparable coverages are not available at the husband's place of employment.

Survivor Income Benefits - Coverage is extended to dependent children of female employees and to husbands who are certified to be mentally or physically infirm.

Dental Plan - Coverage on class A benefits increased to 100% (70%) and 80% (new) on Class B benefits.

Temporary Assignment Allowance: Employee assigned to relieve store manager for 2 full shifts or more receives 75¢ (25¢) per hour.

Employee temporarily assigned to another position receives 40¢ (15¢) per hour, or the starting rate for the classification to which he is transferred, whichever is greater.

EDUCATION AND RELATED SERVICES

The Peel Board of Education at Mississauga - Local 1628, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from July 1, 1974 to June 30, 1975, covering 400 employees, settled during a strike with mediation assistance. (Previous agreement with Peel County Board of Education Employees' Association expired June 30, 1974).

Wages:	Effective	July 1/74
General Increases		10%
Level 3 (includes Clerk-Typist)		\$5,915 - \$ 6,731 (\$5,377 - \$ 6,119)
Level 8 (includes Senior Secretary in Secondary School)		\$8,855 - \$10,110 (\$8,050 - \$ 9,191)

Probationary period is 3 (6) months. Maximum rates reached after increases at 6 months, 18 months and 30 months.

Cost-of-Living Allowance: New cost-of-living provision of \$10 per 0.1% change in the Consumer Price Index (1961=100) after the Index rises 8.5% above the April 1974 Index, up to a maximum of \$100, and \$7.50 per 0.1% change after the Index rises 9.5% above the April 1974 Index, up to a maximum of \$300. If the Index rises to 168.8, payment of \$100 will be made as soon as possible after Jan. 15, 1975. Any further adjustments will be calculated for the period from April 1974 to April 1975 and paid in June 1975.

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC) (caretakers, plant operations): A 27-month renewal agreement effective from Nov. 1, 1973 to Jan. 31, 1976, covering 585 employees, settled at the mediation stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	Nov. 1/73	Jan. 1/74	Jan. 1/75
General Increases		5¢	8½%	10%
Cleaner		\$4.19 (\$4.14)	\$4.55	\$5.01
Head Cleaner		\$4.50 (\$4.45)	\$4.88	\$5.37

Shift Premiums: 0-22¢-22¢(0-19¢-20¢).

Paid Vacation: 4 weeks after 13(15) years' service, 5 weeks after 22(25) years.

Health and Welfare: Life Insurance - The Board pays 75%(66 2/3%) of the premium.

Extended Health Care Plan - 80%-20% co-insurance factor eliminated. Employees will now be reimbursed 100% of eligible expenses after deductibles of \$25-\$50.

Long Term Disability - To be implemented if 50% of the eligible employees within the Metropolitan School Board area enrol. The Board will pay 75% of the cost.

University of Toronto at Toronto - Local 204, Service Employees International Union (AFL-CIO/CLC) (inside and outside employees): A 21-month renewal agreement effective from Sept. 27, 1974 to June 30, 1976, covering 850 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>
	General Increases	60¢	50¢
	Cafeteria Worker	\$3.45 (\$2.85)	\$3.95
	Groundsman	\$4.35 (\$3.75)	\$4.85
	Gardener 1	\$5.19 (\$4.59)	\$5.69
	Chief Mtce. Worker	\$5.80 (\$5.20)	\$6.30

Paid Holidays: Effective Jan. 1975, 1 additional for a total of 11.

Paid Vacation: 3 weeks after 2(3) years' service, 4 weeks after 10(12) years.

Health and Welfare: O.H.I.P. - Commencing Sept. 1, 1975 employer pays 100% (68%-78%) of premiums.

Sick Leave - 1½ days per month cumulative to maximum 120(90) days.

Bereavement Leave: 1 day's paid leave in the event of death of a sister-in-law or brother-in-law (new).

Meal Allowance: \$2.50(\$2.00).

University of Guelph at Guelph - University of Guelph Staff Association
(Ind.) (office, clerical, laboratory and technical
employees): A 12-month renewal agreement effective
from July 1, 1974 to June 30, 1975, covering 690 employees,
settled at the bargaining stage. (Previous agreement
with the Civil Service Association of Ontario (Ind.)
expired June 30, 1973).

Wages: Effective July 1/74

General Increase 11%

Weekly Rates

Clerk Typist \$87-\$113
(\$78-\$102)*

Senior Computer \$194-\$256
Programmer (\$175-\$231)*

* Includes an interim wage adjustment effective July 1, 1973.

Merit Pay: Employee is eligible for 2% increase based on
supervisor's recommendation (new).

Shift Premiums: 0-12¢-20¢(new).

Weekend Premium: 20¢ per hour when 50% of shift falls on Saturday or
Sunday (new).

Paid Holidays: Floating holiday added for a total of 12.

Work on a Paid Holiday: Paid at time and one-half rate (new).

Paid Vacation: 3 weeks after 1 year's service (no change), 4 weeks after
15(20) years.

Health and Welfare: Health and Welfare Plan - employer pays 66 2/3%(50%)
of premium costs.

HEALTH AND WELFARE SERVICES

Peel Memorial Hospital at Brampton - Local 204, Service Employees (AFL-CIO/CLC)

In August 1973, an 18-month renewal agreement was ratified
effective from June 20, 1973 to Dec. 31, 1974, covering 320
employees. This agreement provided for increases on June 1,
1974 and Sept. 1, 1974 as follows:

<u>Effective</u>	<u>June 1/74</u>	<u>Sept. 1/74</u>
Increases	\$20 for all employees, except R.N.A.S., Electricians, Millwrights, Instrumentmen and Utility Men who receive \$30	\$10 for R.N.A.S.
Aide	\$435 - \$465 (\$415 - \$445)	\$435 - \$465
Porter/Cleaner	\$535 - \$565 (\$515 - \$545)	\$535 - \$565
Registered Nursing Assistant	\$580 - \$610 (\$550 - \$580)	\$590 - \$620
Millwright, Instrumentman	\$870 - \$900 (\$840 - \$870)	\$870 - \$900

A memorandum was signed by the parties on Aug. 6, 1974, extending this agreement for a period of 15 months to March 31, 1976, with a revision of wage rates as follows:

Wages:

Retroactive pay of \$98 per month, for employees on payroll as of April 1, 1974 and date of receipt of consent from the Labour Relations Board, pro-rated for hours worked during that period. The \$20 per month increase effective June 1, 1974 for all classifications shall be included when calculating retroactivity.

<u>Effective</u>	<u>Aug. 6/74</u>	<u>Sept. 1/74</u>
Increases	\$98	\$10 for R.N.A.S.
Aide	\$513 - \$543 (\$415 - \$445)	\$513 - \$543
Porter/Cleaner	\$613 - \$643 (\$515 - \$545)	\$613 - \$643
Registered Nursing Assistant	\$658 - \$688 (\$550 - \$580) plus \$10 adjustment	\$668 - \$698
Millwright, Instrumentman	\$938 - \$968 (\$840 - \$870)	\$938 - \$968

<u>Effective</u>	<u>Jan. 1/75</u>	<u>Aug. 1/75</u>
General Increases	\$59	\$88
Aide	\$572 - \$ 602	\$ 660 - \$ 690
Porter/Cleaner	\$672 - \$ 702	\$ 760 - \$ 790
Registered Nursing Assistant	\$727 - \$ 757	\$ 815 - \$ 845
Millwright, Instrumentman	\$997 - \$1,027	\$1,085 - \$1,115
<u>Effective</u>	<u>Dec. 1/75</u>	
General Increases	\$35	
Aide	\$ 695 - \$ 725	
Porter/Cleaner	\$ 795 - \$ 825	
Registered Nursing Assistant	\$ 850 - \$ 880	
Millwright, Instrumentman	\$1,120 - \$1,150	

Probationary period is 3 months. Maximum rates reached after 1 year.

PERSONAL SERVICES

Employers' Committee of the Linen Supply Industry of Toronto - Local 351, Laundry, Dry Cleaning and Dye House Workers' International Union (CLC): A 28-month renewal agreement effective from Sept. 3, 1974 to Dec. 31, 1976, covering 1,200 employees, settled at the conciliation officer stage. (The previous agreement which was to expire on Nov. 30, 1974 was terminated on Aug. 19, 1974.)

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 3/74</u>	<u>Mar. 1/75</u>	<u>Dec. 31/75</u>
	General Increases	75¢	25¢	50¢
	General Help	\$2.40-\$2.70 (\$1.65-\$1.95)	\$2.65-\$2.95	\$3.15-\$3.45
	Classified Help	\$3.20-\$3.50 (\$2.45-\$2.75)	\$3.45-\$3.75	\$3.95-\$4.25

Maximum rate applies after 90-day probationary period.

Overtime: Time and one-half after 40(43) hours per week.

Paid Holidays: Half day before New Year's Day added for a total of 9 (8½) days.

Paid Vacation: Effective in 1975, 3 weeks after 6(15) years.

Health and Welfare: Health and Welfare Fund - Employer contributes \$16(\$12.85) per month for each employee.
O.H.I.P. - Employer pays 100%(50%) of premium.

Bereavement Leave: Grandparents and parents-in-law added for 1 day's paid leave.

Safety Shoes: Employer to pay cost of 2 pairs per year up to a maximum of \$20 per pair.

King Edward Sheraton Hotel (Sheraton Limited) at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC) (banquet waiters and waitresses):
A 16-month renewal agreement effective from Sept. 11, 1974 to Dec. 31, 1975, covering 300 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1974).

Wages: Employees receive rates according to functions shown below.

Effective	<u>Sept. 11/74</u>	<u>May 1/75</u>
General Increases	55¢-85¢	25¢-50¢
Breakfast & Tea	\$5.85 (\$5.30)	\$6.10
Lunch	\$6.75 (\$5.90)	\$7.00
Dinner	\$7.65 (\$6.90)	\$8.15

Breakfast - 2 hours maximum - 18 covers for regular service
Lunch - 3 hours maximum - 16 covers
Tea - 3 hours maximum -
Dinner - 3 hours maximum - 16 covers
Buffet - 3 hours maximum - 20 covers

Maximum number of covers is 12 when a function is served using a modified or semi-French service.

Overtime Pay: Employees receive \$1.35 (\$1.10) for each additional half hour or fraction thereof in excess of the maximum number of hours per function as shown above. Effective May 1, 1975 this increases to \$1.45.

Lord Simcoe Hotel Limited at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC:

A-24 month renewal agreement effective from May 1, 1974 to April 30, 1976, covering 240 employees, settled at the conciliation officer stage. (Previous agreement expired April 30, 1974).

Wages:	<u>Effective</u>	<u>May 1/74</u>	<u>May 1/75</u>
General Increases		12%	10%
Chambermaid		\$2.30 (\$2.06)	\$2.53
Houseman		\$2.45 (\$2.19)	\$2.70
Carpenter		\$3.79 (\$3.39)	\$4.17
Sous Chef		\$4.67 (\$4.17)	\$5.14
Paid Vacations:	3 weeks after 7 (8) years and 4 weeks after 14(15). years.		
Sick Leave:	Credits accumulate to a maximum of 30 (20) days.		
Welfare:	<u>Life Insurance</u> - \$4,000 (\$2,000).		
	<u>OHIP Life Insurance</u> - Employer pays 50% of premiums for welfare plans for the first 3 (6) months of employment and then pays 100%.		

PROVINCIAL ADMINISTRATION

Ontario Government - Civil Service Association of Ontario (Ind.) (Social Services Category):

A 15-month renewal agreement on wages effective from July 1, 1974 to Sept. 30, 1975, covering 7,860 employees, settled at the bargaining stage.

Wages:	<u>Effective</u>	<u>July 1/74</u>	<u>Jan. 1/75</u>	<u>Apr. 1/75</u>
Increases				
All classifications	12½% - 13% except nurses			
Nurses		12% - 29%	6% - 9%	3% - 4%
<u>Weekly Rates</u>				
Welfare Field Worker 1		\$182.64-\$214.03 (\$161.63-\$189.41)		
Technical Consultant 2		\$418.52-\$528.90 (\$372.02-\$470.13)		

	<u>July 1/74</u>	<u>Jan. 1/75</u>	<u>Apr. 1/75</u>
Nurse 1 General	\$172.02-\$211.12 (\$146.60-\$164.17)	\$182.83-\$228.83 (\$146.60-\$164.17)	\$189.73-\$235.73
Nurse 3 Public Health	\$284.64-\$323.73 (\$253.50-\$288.66)	\$310.32-\$353.86 (\$253.50-\$288.66)	\$318.98-\$363.39

Addendum:

This addendum consists of one settlement ratified in June 1974 and two settlements ratified in August 1974.

PERSONAL SERVICES

Four Seasons Hotel and The Inn on the Park at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from March 10, 1974 to March 9, 1976, covering 450 employees, settled at the bargaining stage, and ratified in June 1974. (Previous agreement expired March 9, 1974).

	<u>Effective</u>	<u>Mar. 10/74</u>	<u>Mar. 10/75</u>
Wages:			
General Increases		12%	10% non-compounded
Additional Adjustments		Job differentials of 42¢ per hour between Waiter and Captain Waiter; 7¢ per hour between Busboy and Waiter; 30¢ per hour between Bellman and Bell Captain.	
Waiter		\$17.07 (\$15.24) per day plus meals	\$18.59
Chambermaid		\$18.49 (\$16.51) per day plus meals	\$20.14
Pastry Chef		\$29.92 (\$26.71) per day plus meals	\$32.59

Paid Vacations: 3 weeks after 7(9) years and 4 weeks after 15(18) years. Effective in 1975, 3 weeks after 6 years and 4 weeks after 14 years.

Sick Leave: Employee receives 15 days per year after 1 year and 20 days per year after 5 years (previously 12 days per year).

FOOD AND BEVERAGE

Redpath Sugars Limited (Toronto Refinery) - Local 688, Chemical Workers

(AFL-CIO/CLC): A 12-month renewal agreement effective from May 19, 1974 to May 18, 1975, covering 200 employees, settled at the conciliation officer stage, and ratified in August. (Previous agreement expired May 18, 1974).

Wages:

Effective July 1, 1974, employees received an interim increase of 20¢ per hour. This is discontinued as of date of ratification.

Employees on payroll on date of ratification receive 52¢ per hour for hours worked from May 19, 1974 to June 30, 1974, and 32¢ per hour for hours worked from July 1, 1974 to date of ratification.

Effective	<u>Aug. 28/74</u>
General Increases	13% on rates in effect as of May 18, 1974
Additional Adjustments	4¢ - 19¢ for certain Classifications
Labourer	\$4.29 (\$3.80)

Shift Premiums:	0 - 12¢ - 20¢ (0 - 12¢ - 17¢).
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Paid Vacations:	4 weeks (new) after 15 years.
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Welfare:	<u>Weekly Indemnity Plan</u> - Benefits increase to \$ 100 (\$80) per week, payable, as previously, on a 1 - 3 - 26 basis.
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KNITTING MILLS

National Knitting Mills Co. Ltd. at Toronto - Textile Workers (AFL-CIO/CLC):

A 20-month renewal agreement effective from July 29, 1974 to Apr. 9, 1976, covering 275 employees, settled at the conciliation officer stage and ratified in August 1974. (Previous agreement expired Apr. 9, 1974).

Wages:	Effective	<u>July 29/74</u>	<u>Apr. 14/75</u>
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Increases	40¢ to 55¢ for non-incentive employees; 35¢ increase in incentive base rate	30¢ - 45¢ for non-incentive employees; 20¢ increase in incentive base rate
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	<u>July 29/74</u>	<u>Apr. 14/75</u>
General Hand	\$2.40 (\$2.00)	\$2.70
Fixer A	\$4.40 (\$3.85)	\$4.85
Lead Hand Premium:	25¢ per hour (new).	
Hours of Work:	Hours reduced to 40 ($42\frac{1}{2}$) per week.	
Overtime Pay:	Time and one-half after 8 ($8\frac{1}{2}$) hours per day.	
Pay for Work on a Paid Holiday:	Double time (time and one-half) in addition to regular holiday pay.	
Paid Holidays:	Boxing Day is added for a total of 9 (8).	
Welfare:	OHIP - Effective Jan. 1, 1975, employer pays 50% (new) of the premiums for OHIP for employees with less than 3 years' seniority up to maximums of \$5.50 per month for single employees and \$11.00 per month for employees who are the major source of income for the family and 100% (new) for employees with 3 years' seniority or more up to maximums of \$11.00 and \$22.00 per month, respectively.	

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Food Workers (AFL-CIO/CLC)	July
Food Workers (AFL-CIO/CLC)	July

FOOD AND BEVERAGE (Cont'd)

FOOD AND BEVERAGE (Cont'd)		
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Goodyear Tire and Rubber Company of Canada Limited, Bowmanville	Auto Workers (CLC)	July 6
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Domtar Packaging Limited (Corrugated Products Division), Toronto	Chemical Workers (AFL-CIO/CLC)	July 11
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University of Guelph	University of Guelph Staff Association (Ind.) (office, clerical, laboratory and technical employees)
University of Toronto	Service Employees (AFL-CIO/CLC) (inside and outside employees)

Dominion Stores Ltd., Hull, Que., Toronto and various other centres, Ont.	Retail, Wholesale Employees (AFL-CIO/CLC) Aug.
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen) Canadian Retail Employees (CLC) Aug.
Loblaws Ltd., Toronto and other centres	Retail Clerks (AFL-CIO/CLC) Sept.
Loblaws Limited, Windsor, Sarnia, London, Brantford, Kingston and in the town- ships of Nepean and Gloucester	Retail Clerks (AFL-CIO/CLC) July
Gloucester	Food Workers (AFL-CIO/CLC) July
Steinberg's Ltd., various centres in Ontario	Retail Clerks (AFL-CIO/CLC) July
EDUCATION AND RELATED SERVICES	
Ontario Council of Regents of Colleges of Applied Arts and Technology, Province-wide	Civil Service Association of Ontario (Inc.) (Ind.) (non-teaching staff employees)
Ottawa Board of Education	Ottawa Board of Education Employees' Association (Ind.) (maintenance, services and plant operation employees)
Peel Board of Education, Mississauga	Canadian Union of Public Employees (CLC) Sept.
Scarborough Borough Board of Education	Canadian Union of Public Employees (CLC) July
Toronto City Board of Education	Canadian Union of Public Employees (CLC) (caretakers, plant operations)
University of Guelph	University of Guelph Staff Association (Ind.) (office, clerical, laboratory and technical employees)
University of Toronto	Service Employees (AFL-CIO/CLC) (inside and outside employees)

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Hamilton Civic Hospitals	Canadian Union of Public Employees (CLC) (non-medical employees)	Aug.	22
Hamilton Civic Hospitals and 49 other hospitals at various Centres	Nurses' Assn., Hamilton Civic Hospitals (Ind.), Ontario Nurses' Assn. (Ind.)	July	30
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Royal Victoria Hospital, Barrie and 5 other Georgian Bay area hospitals	Service Employees (AFL-CIO/CLC)	July	23
St. Mary's General Hospital, Kitchener	Service Employees (AFL-CIO/CLC)	July	35
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Four Seasons Hotel and The Inn on the Park, Toronto	Hotel Employees (AFL-CIO/CLC)	Sept.	31
King Edward Sheraton Hotel (Sheraton Limited), Toronto	Hotel Employees (AFL-CIO/CLC)	Sept.	29
Lord Simcoe Hotel Limited, Toronto	Hotel Employees (AFL-CIO/CLC)	Sept.	30

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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING OCTOBER 1974



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour



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This report consists of summaries of 29 collectively bargained settlements in Ontario's industries in October 1974. It also includes an addendum of 4 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

November 26, 1974

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MINING

Willroy Mines Limited at Manitouwadge - Local 5470, Steelworkers (AFL-CIO/CLC)

A 24-month renewal agreement effective from Oct. 21, 1974 to Oct. 20, 1976, covering 200 employees, settled at the bargaining stage. (Previous agreement expired Oct. 6, 1974).

Wages:	Effective	<u>Oct. 6/74</u>	<u>Oct. 6/75</u>
	General Increases	10%	10%

Mill Labourer	\$4.54 (\$4.13)	\$4.99
Miner	\$5.13 (\$4.66)	\$5.64
J Journeyman (Includes Mechanic)	\$5.70 (\$5.18)	\$6.27

Cost-of-Living Allowance: Effective January, 1975, new cost-of-living provision of 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100) as compared with the October 1974 Index, to be adjusted quarterly, up to a maximum of 15¢ per year. Effective January 1976, there will be no maximum.

Shift Premiums: 0¢ - 12¢ - 18¢ (0¢ - 10¢ - 15¢).

Special Premium: 25¢ (16¢) for Journeymen with valid Ontario Certificate.

Paid Vacations: 3 weeks after 5(7) years. Effective Dec. 31, 1974, 4 weeks (new) after 14 years. Effective Dec. 31, 1975, 4 weeks after 12 years.

Bereavement Leave: Brother, sister and legal guardian included in 3 days' paid leave to attend funeral.

Welfare: Life Insurance - Effective Oct. 31, 1974, employer pays 80% (70%) of the premiums for life insurance. Effective Oct. 31, 1975, employer pays 100%.

Weekly Indemnity Plan, Major Medical Plan and OHIP - Effective Oct. 31, 1974, employer pays 80% (50%) of the premiums for these plans. Effective Oct. 31, 1975, employer pays 100%.

Weekly Indemnity Plan - Benefits increase to \$95 (\$90) per week, payable, as previously, on a 1-4-52 basis.

Severance Pay: New severance pay provision of \$4.50 per month per year of service.

RUBBER

Goodyear Tire & Rubber Company of Canada, Ltd. at Toronto - Local 232, United Rubber, Cork, Linoleum and Plastic Workers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Feb. 20, 1974 to Feb. 19, 1977, covering 1,700 employees, settled after a work stoppage.

Wages:	Effective	Feb. 20/74	Feb. 16/75	Feb. 22/76
	General Increases	55¢	30¢	30¢
	Additional Adjustment for Skilled Tradesmen	50¢	25¢	
	Inequity adjustment for some classifications	15¢		
	Helper	\$4.03 (\$3.48)	\$4.33	\$4.63
	Electrician	\$6.055 (\$5.005)	\$6.605	\$6.905

Interim Increase: Effective Aug. 20, 1975, 1¢ for each 0.45 points that the average Consumer Price Index for the months of May 1975, June 1975 and July 1975 exceeds the average CPI Index for the months of Dec. 1974, Jan. 1975 and Feb. 1975, increased by 3.5%.

Effective Aug. 20, 1976, the base will be the average Index for the months of Dec. 1975, Jan. and Feb. 1976, increased by 3.5%.

Adjustments will be made every three months with the fifth and final adjustment to be effective Nov. 20, 1976.

Probationary Period: 3(4) months.

Shift Premiums: 0-15¢-20¢(0-10¢-15¢).

Call-in Pay: Minimum of 4(3) hours pay plus one-half hour travelling time.

Vacation Pay: Minimum of \$125(\$85) per week for an employee who has been unable to work during a portion of the preceding year because of sickness or injury not covered under Workmen's Compensation. To be eligible the employee must have resumed his normal duties not less than 3 months before vacation is granted.

4%(2%) of earnings for an employee who starts and ceases employment during the current year.

Health and Welfare: Life Insurance and A. D. & D. - \$9,500 for all employees (previously \$8,500 for male employees and \$7,000 for female employees.)

Life Insurance for Pensioners - \$4,500(\$4,000 males and \$3,250 females).

Survivor Income Benefit - Maximum payment of \$175(\$150) per month to maximum total of \$4,200(\$3,600).

Weekly Indemnity - 66 2/3% of earnings to maximum \$125 per week for all employees (previously \$85 per week for male employees and \$70 for female employees), with a minimum of \$100 per week (new).

Pension Plan:

Basic Benefit - \$9.25(\$7.25) per month per year of service.

Supplementary Benefit - Type A \$8.00(\$7.50) per month per year of service to maximum of 25 years. Type B \$104 per month (unchanged).

Early Retirement - The basic pension of an employee retiring between ages 55 and 62 with 30(37) or more years of service will be unreduced.

Supplementary
Unemployment
Benefit Plan:

Effective Nov. 1974, maximum funding \$750(\$350) per employee. Company contributes 10¢(6¢) per hour.

Lost Time Due
to Breakdown:

In the case of a breakdown beyond the control of both employer and employee, the employee will be paid his average hourly earnings for all time lost (previously paid for lost time in excess of 30 minutes).

Bereavement
Leave:

Son-in-law and daughter-in-law added for 3 days' paid leave.

Seniority:

An employee with 5 years or more of seniority who is laid off will continue to accumulate seniority and service to a maximum of 18(12) months.
An employee on leave of absence for personal reasons will be credited with service and seniority to a maximum of 2 months (new).

Notice of
Lay-off:

5(3) working days.

Uniroyal Ltd. at Kitchener - Local 80, United Rubber, Cork, Linoleum and Plastic Workers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from May 5, 1974 to May 4, 1977, covering 1,185 employees, settled after a work stoppage.

Wages:	Effective	<u>May 5/74</u>	<u>May 4/75</u>	<u>May 2/76</u>
	General Increases	55¢	30¢	30¢
	Skilled Trades Adjustments	50¢	25¢	
		Inequity adjustments for some classifications		
	Stores Helper	\$4.54 (\$3.99)	\$4.84	\$5.14
	Skilled Trades	\$5.895 (\$4.845)	\$6.445	\$6.745
Retroactivity:	Retroactive pay will be granted to all employees who have retired on pension since May 5, 1974 and to the estate of employees deceased since May 5, 1974.			
Interim Increase:	Effective Nov. 15, 1975, 1¢ for each 0.45 points that the average Consumer Price Index for the months of Aug., Sept. and Oct. 1975 exceeds the average CPI Index for the months of March, April and May 1975, increased by 3.5%.			
	Effective Nov. 13, 1976, the base will be the average Index for the months of Mar., Apr. and May 1976 increased by 3.5%.			
	Adjustments will be made every three months with the fifth and final adjustment to be effective Feb. 12, 1977.			
Shift Premiums:	0-15¢-20¢(0-10¢-15¢).			
Skilled Trades Wage Progression:	Maximum rate after 3(4) months.			
Vacation Pay:	Minimum of \$125(\$85) per week for an employee with 1 year's seniority who has been unable to work during a portion of the preceding year because of verified sickness or injury. To be eligible the employee must have worked a minimum of 3 months in the vacation year.			
	4%(2%) of earnings for an employee who starts and ceases employment during the current year.			
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - \$9,500 for all employees (previously \$8,500 for male employees and \$7,000 for female employees.)			
	<u>Life Insurance for Pensioners</u> - \$4,500(\$4,000 males and \$3,250 females).			

Survivor Income Benefit - Maximum payment of \$175(\$150) per month to maximum total of \$4,200(\$3,600).

Weekly Indemnity - 66 2/3% of earnings to maximum \$125 per week for all employees (previously \$85 per week for male employees and \$70 for female employees), with a minimum of \$100 per week (new).

Pension Plan: Basic Benefit - \$9.25(\$7.25) per month per year of service.

Supplementary Benefit - Type A \$8.00(\$7.50) per month per year of service to maximum of 25 years.

Early Retirement - The basic pension of an employee retiring between ages 55 and 62 with 30(37) or more years of service will be unreduced.

Supplementary Unemployment Benefit Plan: Effective Nov. 1974, maximum funding \$750(\$350) per employee. Company contributes 10¢(6¢) per hour.

Bereavement Leave: Step-brother and step-sister added for 3 days' paid leave.

Injury on Duty: Employee is paid for balance of shift (previously was paid if he worked his next regularly scheduled shift and was not eligible for Workmen's Compensation).

Standard Products (Canada) Ltd. (Plants 1 and 2) at Stratford - Local 154, Cdn. Rubber Workers (N.C.C.L.): A 36-month renewal agreement effective from Oct. 1, 1974 to Sept. 30, 1977, covering 214 employees, settled at the bargaining stage. (Previous agreement expired Sept. 30, 1974).

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>
Increases		50¢ for "direct labour" group; 80¢ for "indirect labour" group	25¢ for "direct labour" group; 30¢ for "indirect labour" group
Group 1 ("Direct Labour" - Pool Light)		\$3.04 (\$2.54)	\$3.29
Group 12 ("indirect Labour" (\$3.13 - \$3.23) - Material Handlers)		\$3.93 - \$4.03	\$4.23 - \$4.33

	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>
Group 15 ("Indirect Labour" - Maintenance)	\$4.30 - \$4.70 (\$3.50 - \$3.90)	\$4.60 - \$5.00
Effective Increases		<u>Oct. 1/76</u>
	20¢ for "direct labour" group; 30¢ for "indirect labour" group	
Group 1 ("Direct Labour"- Pool Light)	\$3.49	
Group 12 ("Indirect Labour"- Material Handlers)		\$4.53 - \$4.63
Group 15 ("Indirect Labour"- Maintenance)		\$4.90 - \$5.30

Probationary period is 52 working days. "Direct Labour" refers to incentive workers and "Indirect Labour" to non-incentive workers. Maximum rates for "Indirect Labour" reached after two 52-day increases.

Cost-of-Living Allowance: Effective Nov. 1974, new cost-of-living provision of 1¢ per hour per 0.46 change in the Consumer Price Index (1961=100) as compared with the Aug. 1974 Index, up to a maximum of 15¢ per year, to be adjusted quarterly.

Shift Premiums: 0 - 15¢ - 19¢ (0 - 13¢ - 17¢).

Paid Vacations: 3 weeks after 5(10) years, 4 weeks after 15(20) years and 5 weeks(new) after 20 years.

Welfare: Life Insurance and A. D. & D. - \$7,000 (\$6,000).

Weekly Indemnity Plan - Benefits of \$75 (\$61) per week, payable on a 1-1-4-26 basis (previously on a 4-4-26 basis).

LEATHER

Bata Footwear, Division of Bata Industries Ltd. at Batawa, Campbellford and Picton - Locals 464, 715 and 740, Boot and Shoe Workers Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 4, 1974 to Oct. 3, 1976, covering 850 employees, settled at the mediation stage.

Wages:	Effective	Oct. 4/74	Mar. 31/75	Oct. 4/75	Mar. 29/76
<u>General Increases</u>					
	Day rates	10% (30¢ min.)		10% (30¢ min.)	
	Incentive rates	23¢		20¢	
	Guaranteed COLA (add-on)	7¢	5¢	7¢	6¢
	Janitor	\$2.81 plus 7¢ COLA (\$2.51)	\$2.81 plus 12¢ COLA	\$3.11 plus 19¢ COLA	\$3.11 plus 25¢ COLA
	Mtce. Mechanic Journeyman	\$3.71 plus 7¢ COLA (\$3.37)	\$3.71 plus 12¢ COLA	\$4.08 plus 19¢ COLA	\$4.08 plus 25¢ COLA
	Minimum Incentive Base Rate	\$2.35- \$2.80 plus 7¢ COLA (\$2.12- \$2.57)	\$2.35- \$2.80 plus 12¢ COLA	\$2.55- \$3.00 plus 19¢ COLA	\$2.55- \$3.00 plus 25¢ COLA
Cost of Living Allowance:	25¢ guaranteed add-on over the term of the agreement.				
Vacation Pay:	3 weeks of vacation pay after 8(10) years' service, 3 weeks plus 3(2) days after 15 years and 4 weeks after 20(25) years.				
Health and Welfare:	<u>O.H.I.P.</u> - Employer pays 80%(75%) of premium. <u>Weekly Indemnity</u> - Benefits of \$60-\$70-\$80(\$50-\$60-\$70) per week, according to salary.				

Star Slipper Co. Limited and Valenti Shoe Ltd. at Toronto - Local 82, Fur and Leather Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 4, 1974 to Oct. 3, 1976, covering 275 employees, settled at the conciliation officer stage. (Previous agreement expired Oct. 3, 1974).

Wages:	Effective	<u>Oct. 3/75</u>	<u>Oct. 3/76</u>
	General Increases	40¢	37¢
	General Labour (non-incentive)	\$3.15 (\$2.75)	\$3.52
Cost-of-Living Allowance:	Effective April, 1975, new cost-of-living provision of 0.5¢ per hour per 1.0 change in the Consumer Price Index (1961=100), as compared with the Oct. 1974 Index, to be adjusted every 6 months.		

TEXTILE

Huyck Canada Limited at Arnprior - Local 1632, Federal Union (CLC): A 24-month renewal agreement effective from Nov. 1, 1974 to Nov. 1, 1976, covering 225 employees, settled at the bargaining stage. (Previous agreement expired Nov. 1, 1974).

Wages:	Effective	<u>Nov. 1/74</u>	<u>May 1/75</u>
	General Increases	40¢	15¢
	Job Class 2 (Includes Rewinder Operator)	\$2.81-\$3.04 (\$2.41-\$2.64)	\$2.96-\$3.19
	Job Class 30 (1st Class Maintenance Mechanic)	\$3.09-\$4.34 (\$2.69-\$3.94)	\$3.24-\$4.49
	Effective	<u>Nov. 1/75</u>	<u>May 1/76</u>
	General Increases	25¢	25¢
	Job Class 2 (includes Rewinder Operator)	\$3.21-\$3.44	\$3.46-\$3.69
	Job Class 30 (1st Class Maintenance Mechanic)	\$3.49-\$4.74	\$3.74-\$4.99

Probationary period is 90 days. Maximum rates for Job Class 2 reached after three 3-month increases and for Job Class 30 after 2 years.

Bereavement Leave: Son-in-law and daughter-in-law included in up to 3 days' paid leave to attend funeral.

Welfare: Life Insurance - \$8,000 (\$6,500).
Life Insurance for Retirees - \$2,000 (\$1,000).
Weekly Indemnity Plan - Benefits increase to \$85 (\$60) per week, payable, as previously, on a 1-4-26 basis. Effective Nov. 1, 1975, benefits of 66 2/3% of standard weekly earnings.

Tool Allowance: Employer pays \$50 (\$30), \$40 (\$25) and \$30 (\$20) per year, depending on classification, towards the cost of tools.

Allen Industries Canada Ltd. at Hamilton - Local 525, United Auto Workers (CLC) (plant employees): A 30-month renewal agreement effective from Oct. 22, 1974 to Apr. 22, 1977, covering 900 employees, settled at the bargaining stage.

Wages:	Effective	<u>Oct. 22/74</u>	<u>Apr. 22/75</u>	<u>Oct. 22/75</u>
General Increases		.50¢	20¢	20¢
COLA Fold-in		16¢		
Inequity Adjustments				
Skilled Trades		40¢	15¢	10¢
Stationary Engineers		65¢		
Other classifications		5¢-40¢		
Assembler - Panel Line		\$3.38 (\$2.72)	\$3.58	\$3.78
Electrician		\$5.89 (\$4.83)	\$6.24	\$6.54

Effective	<u>Apr. 22/76</u>	<u>Oct. 22/76</u>
General Increases	20¢	10¢
Inequity Adjustments		
Skilled Trades	10¢	
Assembler - Panel Line	\$3.98	\$4.08
Electrician	\$6.84	\$6.94

Cost of Living Allowance: 1¢ for each 0.5 change in the Consumer Price Index, computed quarterly and uncapped. The first adjustment will be made the first pay period following the release of the November C.P.I. and based on the difference between the September 1974-November 1974 C.P.I. (Previous formula: 1¢ per 0.4 change in the C.P.I., adjusted quarterly, to maximum 8¢ per year in the second and third years of the agreement).

Shift Premiums: Effective Oct. 22, 1975, 0-18¢-23¢(0-15¢-20¢).

Paid Holidays: Effective in 1974, one additional floating holiday to be taken between Christmas and New Year's, for a total of 13 paid holidays.

Paid Vacation: Effective during the first year of the agreement employees who have worked a minimum of 1,200 hours during the preceding 12-month period will receive either the applicable percentage of their gross earnings or 40 hours' pay at their regular straight time rate, whichever is greater. After 8 years' service, vacation payment of 7% and after 10 years' service, 8% or 3 weeks of straight time hourly earnings, whichever is greater, based on the 1,200 hours worked minimum requirement. (Previously with less than one year of service 1 week's vacation and 2% of gross earnings for the preceding 12-month period, 2 weeks after 1 year at 3%, 2 weeks after 2 years at 4%, 2 weeks after 5 years at 5%, and 3 weeks after 5 years at 6%).

Health and Welfare: Life Insurance and A. D. & D. - Effective Nov. 1, 1974, \$7,500(\$6,000) maximum. Employer will provide a paid-up life insurance and A. D. & D. policy in the amount of \$1,000 for all retirees.

Weekly Indemnity - Effective Nov. 1, 1974, 66 2/3%(55%) of weekly gross pay with a minimum of \$95 per week (new). Effective Nov. 1, 1975, period of coverage is extended to a maximum of 52(26) weeks. Benefits apply from the first day of accident or hospitalization and the eighth day of sickness (unchanged).

Drug Plan - Coverage under the Blue Cross Prescription Drug Plan with 35¢ per prescription deductible will be extended to all retirees.

Pension Plan: Basic Benefit - Effective Nov. 1, 1976, \$5.00(\$2.80) per month per year of service.

Bereavement Leave: An employee is no longer required to attend the funeral to qualify for up to 3 days' paid leave. Definition of "immediate family" has been extended to include grandparents.

Safety Boots: Employer contributes a maximum of \$15(\$10) per year.

FURNITURE

Moyer Vico Limited at Holland Landing - Local 2-495, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 1, 1974 to Sept. 30, 1976, covering 206 employees, settled at the bargaining stage. (Previous agreement expired Sept. 30, 1974).

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>	<u>Apr. 1/76</u>
	General Increases	45¢-60¢	40¢-55¢	3¢-5¢
	Wage Group 1 (includes Cleaner)	\$3.56-\$3.70 (\$3.11-\$3.25)	\$3.96-\$4.10	\$4.01-\$4.15
	Wage Group 24 (Tool, Die & Jig Maker)	\$4.73-\$4.98 (\$4.13-\$4.38)	\$5.28-\$5.53	\$5.31-\$5.56

Probationary period is 45 days worked. Normal rates are reached after 1 three month increase and 1 six month increase. Maximum rates reached on merit.

Shift Premiums: 0 - 13¢ - 18¢ (0-11¢-15¢). Effective Oct. 1, 1975,
0¢ - 15¢ - 20¢.

Paid Vacations: 3 weeks after 6(7) years and 4 weeks after 16(18) years.
Effective Oct. 1, 1975, 3 weeks after 5 years and 4 weeks after 15 years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$85 (\$75) per week, payable from the first day of accident or hospitalization and eighth day of illness for a maximum of 26 weeks. (Previously payable from the first day of accident and eighth day of illness for a maximum of 26 weeks).

Major Medical Plan - Effective Oct. 1, 1974, deductibles of \$25 (same) for single employees and \$50(\$75) for married employees. Effective Oct. 1, 1975, deductibles of \$25 for all employees.

METAL FABRICATING

Windsor Bumper Company Limited, Division of Gulf and Western (Canada) Ltd. at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from April 14, 1974 to April 11, 1977, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 11, 1974).

Wages:	Effective	Apr. 14/74	Jun. 23/74
General Increases		35¢	---
Cost-of-Living Fold-in		48¢ cost-of-living was folded into wage rates	---
Additional Adjustments		---	5¢ for some employees due to job reclassification
General Labour		\$4.44-\$4.59 (\$3.61-\$3.76)	\$4.44-\$4.59
Tool and Die Maker		\$5.75-\$5.90 (\$4.92-\$5.07)	\$5.80-\$5.95
Effective	Apr. 13/75	Oct. 12/75	
General Increases	20¢	----	
Additional Adjustments	10¢ for Maintenance Utility B classification; 5¢ for some other employees due to job reclassifications	10¢ for Maintenance Utility B classification	

	<u>Apr. 13/75</u>	<u>Oct. 12/75</u>
General Labour	\$4.64-\$4.79	\$4.64-\$4.79
Tool and Die Maker	\$6.05-\$6.20	\$6.05-\$6.20
Effective	<u>Apr. 11/76</u>	<u>Oct. 17/76</u>
General Increases	20¢	----
Additional Adjustments	10¢ for Maintenance Utility B classification	10¢ for Maintenance Utility B classification
General Labour	\$4.84-\$4.99	\$4.84-\$4.99
Tool and Die Maker	\$6.25-\$6.40	\$6.25-\$6.40

Probationary period is 60(70) calendar days in any consecutive 12-month period. Maximum rates reached after 70 days.

Cost-of-Living Allowance: 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100) based on the average of the Indexes for the 3 months preceding the adjustment month, to be adjusted quarterly (no change in formula, previously capped at 8¢ in each of the first 2 years). In order to implement a new dental plan on Sept. 1, 1974, 5¢ per hour will be diverted from cost-of-living allowance as of Sept. 1974 and 1¢ per hour as of Dec. 1974 and Mar. 1975.

Shift Premiums: Effective June 23, 1974, 0 - 16¢ - 20¢ (0 - 14¢ - 18¢).

Paid Holidays: Easter Monday is added for a total of 13(12).

Paid Vacations: 2 weeks with vacation pay of 4½%(4%) after 2 years, 3 weeks with vacation pay of 6% after 5(10) years, 3 weeks with vacation pay of 7%(6%) after 9 years and 4 weeks with vacation pay of 8% after 14(15) years.

Bereavement Leave: Brother-in-law and sister-in-law included in up to 3 days' paid leave to attend funeral.

Welfare: Weekly Indemnity Plan - Effective July 1, 1974, benefits increase to \$90(\$85) per week, payable, as previously, on a 1 - 3 - 52 basis. Effective May 1, 1975, benefits increase to \$95 per week, and effective May 1, 1976, to \$100 per week.

Dental Plan - Effective Sept., 1974, 5¢ per hour will be diverted from cost-of-living allowance, plus 1¢ per hour as of Dec. 1974 and Mar. 1975 in order to pay 100% of the premiums for a new basic dental plan. Any additional costs in premiums will be paid by employer.

Pension Plan: New basic pension plan provides benefits of \$2.25 per month per year of service on retirements from May 1, 1973 to Mar. 31, 1975. Effective Apr. 1, 1975, benefits increase to \$2.75 and effective Apr. 1, 1977, to \$4.00.

Supplementary Unemployment Benefits Fund: Effective Apr. 14, 1974, new plan provides benefits of 75% of straight time pay.

Short work week benefits provide 75% of regular earnings for lost hours.

MACHINERY

Canada Machinery Corporation Limited at Cambridge and Kitchener - Locals 2905 and 5599, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 1, 1974 to Oct. 31, 1976, covering 230 employees, settled at the bargaining stage. (Previous agreement expired Oct. 31, 1974).

Wages:	Effective	<u>Nov. 1/74</u>	<u>Nov. 1/75</u>
General Increases		61¢ on base rate	65¢
Additional Adjustments		Some reclassifications. 1¢ increase in differentials to 22¢ (21¢) between job classes	-
Job Class 1 (Labourer)		\$4.26 (\$3.65)	\$4.91
Job Class 8 (Electrician 1)		\$5.80 (\$5.12)	\$6.45

Cost-of-Living Allowance: Effective Feb. 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) as compared with the Nov. 1974 Index, to be adjusted quarterly. Effective Feb. 1976, 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100) as compared with the Nov. 1975 Index, to be adjusted quarterly.

Shift Premiums: 0 - 32¢ - 42¢ (0 - 26¢ - 31¢). Effective Nov. 1, 1975, 0 - 36¢ - 46¢.

Paid Holidays: Effective Nov. 1, 1975, one day date to be decided, is added for a total of 12(11).

Vacation Bonus: Employees with 10 years' service or more receive a vacation bonus of \$10 per year of service (new).

Welfare: Weekly Indemnity Plan - Benefits increase to 65%(60%) of weekly earnings, payable, as previously, on a 1-4-52 basis.

Drug Plan - Deductible of 35¢ per prescription (previously \$10 for single employees and \$15 for married employees).

Dental Plan - Effective Nov. 1, 1975, employer pays 100% of the premiums for a new basic dental plan.

Pension Plan: Minimum benefit of \$4.50 (\$3.25) per month per year of service.

Ex-cell-o Corporation of Canada Limited at London - Local 49, Molders
(AFL-CIO/CLC): A 33-month renewal agreement effective from Oct. 8, 1974 to July 4, 1977, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Aug. 3, 1974).

Wages:	Effective	<u>Aug. 5/74</u>	<u>Aug. 4/75</u>	<u>Aug. 2/76</u>
	General Increases	50¢	6%	5½%
	Cost-of-Living Fold-in	64¢ cost-of-living was folded into wage rates, leaving a float of 10¢	-	-
	Group X (includes Labourer)	\$4.47 - \$4.62 (\$3.33 - \$3.48)	\$4.74-\$4.90	\$5.00 - \$5.17
	Group 1 (includes Electrician)	\$5.36 - \$5.61 (\$4.22 - \$4.47)	\$5.68 - \$5.95	\$5.99 - \$6.28

Probationary period is 50 working days in any consecutive 6-month period. Employees receive a 5¢ increase after completing the probationary period. Maximum rates for Labourer reached after 9 months and for Electrician after 12 months.

Cost-of-Living Allowance Effective Jan. 1975, 1¢ per hour per 0.42 (0.5) change in the Consumer Price Index (1961 = 100), as compared with the Sept. 1974 Index, to be adjusted quarterly.

Shift Premiums: 0 - 18¢ - 22¢ (0 - 15¢ - 20¢).

Lead Hand Premium: 20¢ (15¢) per hour.

Service Work 40¢ per hour.
Premium:

Paid Holidays: Three additional days are added in 1975 and 1976 during the Christmas shutdown period making a total of 14(11) in these years.

Paid Vacations: 3 weeks after 5(8) years and 4 weeks after 15(20) years.

Vacation pay of 6% (5%) after 5 years, 7% (same) after 8 years, 8% (new) after 15 years and 9% (same) after 20 years.

Bereavement Leave: Grandparents included in 1 day's paid leave to attend funeral.

Welfare: Life Insurance and A.D.&D - Effective Nov. 1, 1974, \$6,000 (\$5,000). Effective Aug. 1, 1975, \$7,500.

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$113 per week (previously a flat amount of \$85 per week), payable, as previously, on a 1-4-26 basis.

Dental Plan - Effective Nov. 1, 1974, employer pays 100% of the premiums for new dental plan - Blue Cross No. 7.

Pension Plan: Effective Nov. 1, 1974, \$2.75 (\$2.25) per month per year of service. Effective Aug. 1, 1976, \$4.00 per month per year of service. Effective July 1, 1977, \$5.00 per month per year of service.

Effective Nov. 1, 1974, \$4.00 (\$3.50) per month per year of service for employees who retire due to permanent and total disability. Effective Aug. 1, 1976, \$5.25 per month per year of service. Effective July 1, 1977, \$6.25 per month per year of service.

Safety Shoe Allowance: Employer pays \$10 (new) per year towards the cost of safety shoes for employees with 6 months' service or more.

TRANSPORTATION EQUIPMENT

Fleet Industries, a Division of Ronyx Corporation Limited at Fort Erie - Local 171,
Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 1, 1974 to Sept. 30, 1976, covering 450 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Sept. 30, 1974).

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>
General Increases		30¢	20¢
Cost-of-Living Fold-in		60¢ cost-of-living was folded into wage rates	-
Job Level 1 (includes Labourer)		\$4.59-\$4.89 (\$3.69-\$3.99)	\$4.79-\$5.09
Job Level 7 (Tool and Die Maker)		\$5.85 (\$4.95)	\$6.05
Probationary period is 60 days worked within 6 months. Maximum rate for Job Level 1 reached after two 13-week increases.			
Cost-of-Living Allowance:	Cost-of-living formula of 1¢ per hour per 0.45 change in the Consumer Price Index is discontinued and 13¢ cost-of-living allowance is guaranteed as of Jan. 1, April 1, July 1, and Oct. 1, 1975.		
	Effective Dec. 1975, new cost-of-living formula of 1¢ per hour for each 0.4 points that the last published month of the Consumer Price Index (1961=100) exceeds the Sept. 1974 Index, to be adjusted quarterly.		
Paid Vacations:	4 weeks after 15(18) years and 6 weeks (new) after 30 years.		
Welfare:	<u>Life Insurance</u> - \$10,000 (\$8,000).		
Pension Plan:	Eligibility for membership commences on 1st day of employment (previously after 1 year).		
	\$9.00(\$6.00) per month per year of service.		
	Survivor option provides surviving spouse with 50% (new) of adjusted pension.		

Rockwell International of Canada Ltd. at Parry Sound - Local 1297, Auto Workers (CLC): A 36-month renewal agreement effective from Oct. 18, 1974 to Oct. 21, 1977, covering 200 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Oct. 17, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Oct. 18/74</u>	<u>Apr. 18/75</u>
General Increases		55¢	15¢
Cost-of-Living Fold-in		42¢ cost-of-living was folded into wage rates	
Additional Adjustments		50¢ inequity adjustments for Tool and Die Maker and Electrician; 10¢ - 25¢ for some other classifications in the maintenance department	
Plant General Material Handler		\$3.96 (\$2.99)	\$4.11
Maintenance Electrician		\$5.55 (\$4.08)	\$5.70
<u>Effective</u>	<u>Oct. 17/75</u>		<u>Apr. 16/76</u>
General Increases		3%	8¢
Plant General Material Handler		\$4.23	\$4.31
Maintenance Electrician		\$5.87	\$5.95
<u>Effective</u>	<u>Oct. 22/76</u>		<u>Apr. 22/77</u>
General Increases		3%	8¢
Plant General Material Handler		\$4.43	\$4.51
Maintenance Electrician		\$6.13	\$6.21

Cost-of-Living Allowance: Effective Jan. 1975, 1¢ per hour per 0.4 change (same formula) in the Consumer Price Index (1961=100), commencing with the average of the Indexes for Oct., Nov. and Dec. 1974 as compared with the Sept. 1974 Index, to be adjusted quarterly. Commencing with the 2nd. adjustment, 1¢ per hour will be diverted each quarter and held available to management.

Shift Premiums: 0 - 15¢ - 17¢ (0 - 12¢ - 15¢). Effective Oct. 17, 1975, 0 - 17¢ - 19¢. Effective Oct. 22, 1976, 0 - 19¢ - 20¢.

Paid Holidays: Civic Day is added for a total of 13(12).

Paid Vacations: 3 weeks (new) after 6 years and 4 weeks (new) after 10 years.

Bereavement Leave: One day's paid leave (new) granted to attend funeral upon death of grandparents.

Welfare: Life Insurance and A. D. & D. - \$7,000 (\$5,750).

Weekly Indemnity Plan - Effective Nov. 1, 1974, benefits increase to \$75(\$55) per week, payable, as previously, on a 1-4-26 basis. Effective Nov. 1, 1975, benefits increase to \$80 per week, and effective Nov. 1, 1976, to \$85.

Dental Plan - Effective Oct. 1, 1975, employer pays 100% of the premiums for a new basic dental plan.

Pension Plan: Effective Nov. 1, 1974, \$4.50(\$3.75) per month per year of service. Effective Nov. 1, 1975, benefits increase to \$5.25 and effective Nov. 1, 1976, to \$6.00.

ELECTRICAL PRODUCTS

Controls Company Canada Limited at St. Thomas - Local 4990, Steelworkers (AFL-CIO/CLC): A 30-month renewal agreement effective from Sept. 23, 1974 to March 20, 1977, covering 315 employees, settled at the mediation stage. (Previous agreement expired Sept. 22, 1974).

Wages:	Effective	<u>Sept. 23/74</u>	<u>Sept. 22/75</u>
	Increases	45¢ - \$1.32	15¢
	Additional Adjustments	Some reclassifications. A job classification schedule involving 12 labour grades was established	
	Labour Grade 1 (includes Assembler)	\$2.75 - \$3.00 (\$2.26 - \$2.55)	\$2.90 - \$3.15
	Labour Grade 11 (Toolmaker)	\$4.85 - \$5.35 (\$3.83 - \$4.03)	\$5.00 - \$5.50
	Effective	<u>Mar. 22/76</u>	
	Increases	15¢	
	Labour Grade 1 (includes Assembler)	\$3.05 - \$3.30	
	Labour Grade 11 (Toolmaker)	\$5.15 - \$5.65	

Cost-of-Living Allowance: Effective Aug. 1975, new cost-of-living provision of 1¢ per hour per 1.0 change in the Consumer Price Index (1961=100) as compared with the May 1975 Index, to be adjusted quarterly. First payment in September 1975.

Shift Premiums: 7% (10¢ per hour) for afternoon shift and 8 hours pay for 6 2/3 hours work (12¢ per hour) for night shift.

Lead Hand Premium: 10% (previously 15¢ per hour).

Paid Holidays: Effective Sept. 22, 1975, one floating day is added for a total of 11(10).

Paid Vacations: Effective Dec. 31, 1975, 3 weeks after 9(10) years.

Bereavement Leave: One day's paid leave (new) granted to attend funeral upon death of brother-in-law, sister-in-law, son-in-law or daughter-in-law.

Welfare: Life Insurance, A.D.&D., Weekly Indemnity Plan, OHIP and Semi-Private Hospitalization - Employer pays 85% (80%) of the premiums for these plans. Effective Sept. 22, 1975, employer pays 90%.

Life Insurance and A.D.&D. - \$3,000 (\$2,000). Effective Sept. 22, 1975, \$4,000.

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$113 (\$100) per week, to be integrated with U.I.C. plan, and payable, as previously, on a 1-4-26 basis.

Safety Shoe Allowance: Employer pays \$5 (new) towards the cost of safety shoes as required.

Safety Prescription Glasses: Employer pays \$10 (new) towards the cost of safety prescription glasses, as required.

ELECTRICAL PRODUCTS

Emerson Electric Canada Ltd. at Napanee - Local 522, Electrical Workers (U.E.) (CLC): A 31-month renewal agreement effective from April 5, 1974 to Nov. 1, 1976, covering 240 employees, settled during a strike with mediation assistance. (Previous agreement expired April 5, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 5/74</u>	<u>Oct. 16/74</u>
General Increases		40¢	—
Additional Adjustments		18¢ - 24¢ for skilled trades	5¢ for Labour Grade 10
Labour Grade 10 (includes General Worker)		\$3.06 - \$3.17 (\$2.66 - \$2.77)	\$3.11 - \$3.22
Labour Grade 1 (includes Electrician A)		\$4.81 - \$5.06 (\$4.17 - \$4.42)	\$4.81 - \$5.06
<u>Effective</u>	<u>Feb. 1/75</u>	<u>Oct. 15/75</u>	
General Increases		10¢	30¢
Labour Grade 10 (includes General Worker)		\$3.21 - \$3.32	\$3.51 - \$3.62
Labour Grade 1 (includes Electrician A)		\$4.91 - \$5.16	\$5.21 - \$5.46
<u>Effective</u>	<u>Apr. 15/76</u>		
General Increases		10¢	
Labour Grade 10 (includes General Worker)		\$3.61 - \$3.72	
Labour Grade 1 (includes Electrician A)		\$5.31 - \$5.56	
Probationary period is 60 calendar days. Maximum rates reached after probationary period.			
Paid Vacations:	3 weeks after 6(8) years.		
Bereavement Leave:	One day's paid leave (new) granted to attend funeral upon death of grandparents.		
Welfare:	<u>Life Insurance</u> - \$3,000 (\$2,000) for single employees and \$5,000 (\$4,000) for married employees.		

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$113 per week (previously benefits ranged from \$60 to \$90 depending on earnings), payable, as previously, on a 1-6-15 basis.

OHIP - Employer pays 80% (75%) of the premiums for OHIP.

NON-METALLIC MINERAL PRODUCTS

Duplate Canada, Ltd. at Hawkesbury and Oshawa - Locals 222 and 1661, United Auto Workers (CLC): A 42-month renewal agreement effective from Oct. 1, 1974 to Mar. 31, 1978, covering 800 employees, settled at the conciliation officer stage.

Wages:	Effective	Oct. 1/74	Oct. 1/75	Oct. 1/76	Oct. 1/77
	General Increases	3% + 12¢	3%	3%	3%
	COLA Fold-in	49¢			
	General Labourer	\$5.09 (\$4.35)	\$5.24	\$5.40	\$5.56
	Tool Maker	\$6.44 (\$5.65)	\$6.63	\$6.83	\$7.03

Cost of Living Allowance: 1¢ for each 0.35(0.45) change in the Consumer Price Index, calculated quarterly.

Shift Premiums: 0¢-16¢-26¢(0¢-12¢-18¢).

Paid Holidays: One additional for a total of 13.

Health and Welfare: Life Insurance - Effective Oct. 1, 1975, \$9,500(\$9,000). Effective Oct. 1, 1976, \$10,000.

Weekly Indemnity - \$110(\$90) per week.

Extended Disability Insurance - \$425 per month integrated with Workmen's Compensation Board and the Canada Pension Plan. (Previously, \$250 per month plus Canada Pension Plan.)

Dental Plan - Effective Oct. 1, 1975, dental plan added - 10¢ slippage from C.O.L.A. over 10 quarters.

Pension Plan: Effective Oct. 1, 1974, \$9.00(\$7.50) per month per year of service. \$9.50 effective Oct. 1, 1976.

Supplemental Pension - Effective Oct. 1, 1974, \$9.00(\$7.50) per month per year of service, \$9.50 effective Oct. 1, 1976. Maximum 25 years. Post 65 supplement, \$8.00(\$4.30).

Present Retirees → Oct. 1, 1974, 75¢ per month per year of service added. Effective Oct. 1, 1975, 25¢ added to a minimum of \$8.25.

Early Retirement - Age 58(60) with 30 years of service, with no reduction in pension.

Supplementary Unemployment Benefit: \$160(\$125) per week less U.I.C. benefits. Special benefit of \$100(\$80) to cover waiting period.

MISCELLANEOUS MANUFACTURING

Rockwell International of Canada Ltd. at Gananoque - Local 3209, Steelworkers (AFL - CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1974 to Aug. 31, 1976, covering 275 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Aug. 31, 1974).

Wages:	Effective	<u>Sept. 1/74</u>	<u>Sept. 1/75</u>
General Increases		90¢	32¢
Cost-of-living Fold-in		14¢ cost-of-living was folded into wage rates	
Additional Adjustments		Some reclassification and increases in wage range; 10¢ to 40¢ for some employees due to reclassification and inequity adjustments	
Group 1 (includes Labourer)		\$3.70-\$3.80 (\$2.66)	\$4.02-\$4.12
Electrician		\$5.05-\$5.65 (\$3.74-\$3.99)	\$5.37-\$5.97

Probationary period is 30 days. Maximum rates for Group 1 reached after 3 months and for Electrician after four 6-month increases.

Cost-of-Living Allowance: 14¢ cost-of-living was folded into the wage rates as of Sept. 1, 1974, and the cost-of-living provision, with formula of 1¢ per hour per 0.5 change in the Consumer Price Index, was discontinued.

Effective Dec. 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) as compared with the Sept. 1975 Index, with a minimum of 9¢ guaranteed, to be adjusted quarterly.

Shift Premiums: 0 - 15¢ - 20¢ (0 - 12¢ - 14¢).

Paid Holidays: One floating day between Christmas Day and New Year's Day is added for a total of 12(11).

Welfare: Life Insurance and A.D. & D. - \$6,000(\$5,000).
Life Insurance for Retirees - \$2,000(\$1,000).

Pension Plan: Benefits for present retirees increase by 50¢ per month per year of service, and effective Sept. 1, 1975, by a further 50¢.

STORAGE

Saskatchewan Wheat Pool at Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C. - Saskatchewan Wheat Pool Employees' Association (CLC) (Offices, Extension and Farm Service Centres): A 12-month renewal agreement effective from Aug. 1, 1974 to July 31, 1975, covering 595 employees, settled at the bargaining stage.

Wages:	Effective	Aug. 1/74	Feb. 1/75
General Increases		15% plus adjustments to various rates averaging 5%	\$20/month
General Duties Man		\$544-\$566/mo. (\$2.30-\$2.58/hr.)	\$564-\$586
Clerk 2		\$397-\$485 (\$332-\$388)	\$417-\$505
Intermediate Accounting Clerk		\$664-\$829 (\$575-\$700)	\$684-\$849
Living Standard Differentials:		Wage differentials at Thunder Bay and Vancouver are to be reviewed shortly and, if change is justified, adjustment will be made effective Aug. 1, 1974.	
Cost of Living Allowance:		A 5% cost of living adjustment which had been in effect since Feb. 1, 1974 was incorporated into the rates on Aug. 1, 1974.	
Shift Premium:		0-12¢(0-9¢).	
Overtime:		Overtime rate will be paid on all hours worked outside regular hours (previously all employees on a 35-hour work week were paid at straight time for the first hour of overtime).	

Accelerated Promotion Policy: Will allow for testing at 18 months for stenographers, data input operators and calculator operators and enable employees to succeed to next wage step early.

Paid Holidays: Easter Monday added for a total of 11.

Paid Vacation: 3 weeks after 1(3) year's service.

Bereavement Leave: Definition of "immediate family" extended to include sister-in-law, brother-in-law, grandmother, grandfather and grandchild for up to 3 days' paid leave. Two additional days may be granted where major travel or special circumstances are involved.

RETAIL TRADE

The Great Atlantic & Pacific Company of Canada, Ltd., province-wide - Locals 175 and 633, Canadian Food and Allied Workers (AFL-CIO/CLC): A 24-month agreement on wages and other items as a result of a re-opener provision. The collective agreement, which was negotiated in August 1973, is effective from June 18, 1973 to June 14, 1976 and covers a total of 4,735 full-time and part-time employees.

Wages:	Effective	June 17/74	June 16/75
	General Increases	\$29/week for present full-time employees	\$17/week
	Additional for Meat Cutter and Asst. Meat Dept. Head	\$4/week	
	Part-time employee	74¢/hour	45¢/hour
<u>Weekly Rates</u>			
	Service Clerk	\$135-\$193 (\$121-\$164)	\$143-\$210
	Journeyman Meat Cutter	\$239(\$206)	\$256
	Bottom of salary level applies only to new employees.		
Cost of Living Allowance(new):	Effective in July 1975, 1¢ per hour per 0.5 change in the Consumer Price Index to maximum of 8¢ per hour. Calculations will be based on the Cost of Living Index for June 1974 to June 1975.		
Hours of Work:	Effective Sept. 21, 1974, 39(40) hours per week.		
Night Shift Premium:	50¢(35¢) per hour for full-time and part-time employees.		

Night Leader Premium: \$14(\$10) per week. Effective June 16, 1975, \$15 per week.

Supper Money: \$2.25(\$2.00) for full-time and part-time employees.

Paid Vacation: Effective in 1974, 4 weeks after 10(11) years' service, 5 weeks after 20(23) years.

Health and Welfare: Dental Plan - Employer contributes 7¢(5¢) for all regular time hours worked by full-time and part-time employees.

Loblaw's Ltd. at Toronto, Hamilton, St. Catharines, Oshawa and Barrie - Locals 175 and 633, Canadian Food and Allied Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from July 1, 1974 to July 1, 1976, covering 240 full-time and 470 part-time employees, settled at the bargaining stage.

Wages:	Effective	<u>July 1/74</u>	<u>Oct. 21/74</u>	<u>June 30/75</u>
	<u>Full-time employees</u>			
General Increases	76¢ for present employees	Weekly hours reduced to 39(40)	45¢ for present employees	
Cashier, Service Clerk and Wrapper	\$3.09-\$4.76 (\$2.71-\$4.00)	\$3.17-\$4.88	\$3.40-\$5.33	
Grocery-Produce Clerk	\$3.37-\$5.34 (\$2.99-\$4.58)	\$3.46-\$5.48	\$3.69-\$5.93	
Meat Cutter	\$3.60-\$5.92 (\$3.22-\$5.16)	\$3.69-\$6.07	\$3.92-\$6.52	

Part-time employees

Effective	<u>July 1/74</u>	<u>Oct. 7/74</u>	<u>June 30/75</u>
General Increases	73¢ for present employees	3¢ for present employees	50¢ for present employees
Hourly Rates	(\$1.85-\$3.47)	\$2.31-\$4.23	\$2.56-\$4.73

Bottom of salary level applies only to new employees.

Cost of Living Allowance(new): Effective Feb. 3, 1975, 1¢ per hour per 0.5 change in the Consumer Price Index above the June 1974 Index, up to a maximum of 8.3¢ per hour during the period from Feb. 3, 1975 to July 1, 1976. This allowance applies to both full-time and part-time employees.

Hours of Work: Effective Oct. 21, 1974, weekly hours are reduced to 39(40).

Daily Overtime: Time and one-half for the first 2(4) hours of overtime, double time thereafter.

Night Shift Premium: Effective Oct. 7, 1974, 50¢(25¢) per hour for part-time employees.

Paid Holidays: One additional day, to be taken on or about employee's birthday, is added for a total of 10.

Paid Vacation: 4 weeks after 10(12) years' service and 5 weeks after 20(23) years. Effective in 1975, 6 weeks after 30 years.

Health and Welfare: OHIP, Supplementary Hospitalization Plan, Drug Plan and Dental Plan - Coverage is extended to husband and dependent children of female employees where comparable coverages are not available at the husband's place of employment.

Survivor Income Benefits - Coverage is extended to dependent children of female employees and to husbands who are certified to be mentally or physically infirm.

Weekly Indemnity - Effective Oct. 8, 1974, 85% of base rate for an employee with more than 5 years' service, 65% for an employee with less than 5 years, on a 1-4-26 basis (previously 75% for all employees to maximum of 26 weeks with over 5 years' service, 13 weeks with less than 5 years).

Dental Plan - Coverage on Class "A" benefits increased to 100% (70%) and 80% (new) on Class "B" benefits.

Supper Bonus: \$2.00 (\$1.75) for part-time employees.

Christmas Bonus: Part-time employees - \$10 (\$5) with over 6 months' service, \$20 (\$10) with more than 1 year of service.

EDUCATION AND RELATED SERVICES

Toronto City Board of Education - Toronto Trades Council (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 447 employees, settled during a strike with mediation assistance. (Previous agreement expired Dec. 31, 1973).

Wages: Settlement pay of \$672 for employees on payroll on date of ratification, pro-rated during the period from Jan. 1, 1974 to July 24, 1974.

<u>Effective</u>	<u>Sept. 11/74</u>	<u>Jan. 1/75</u>
General Increases	8%	8%
Plasterers Labourer	\$5.61 (\$5.19)	\$6.06
Plumber	\$8.23 (\$7.62)	\$8.89

Paid Vacations: 4 weeks after 13(15) years and 5 weeks after 22(25) years.

Welfare: Life Insurance - Employer pays 75% (66 2/3%) of the premiums for life insurance.

Safety Shoe Allowance: Employer pays \$20 (\$6) per year towards the cost of safety shoes.

York County Board of Education at Aurora - Local 1734, Canadian Union of Public Employees(CLC) (office, clerical and technical employees): A 20-month first agreement effective from Oct. 9, 1974 to May 31, 1976, covering 325 employees, settled at the mediation stage.

Wages: Retroactive pay for all employees on payroll as of Oct. 9, 1974, pro-rated during the period from Jan. 1, 1974 to Oct. 8, 1974.

<u>Effective</u>	<u>Oct. 9/74</u>	<u>Jun. 1/75</u>
Increases	\$1,000 - \$1,500 added to base rates	\$840 - \$1,200 added to base rates
Clerical Level 1	\$4,660 - \$5,910 (\$3,660 - \$4,735)	\$5,500 - \$6,875
Head School Secretary Level 2	\$7,375 - \$8,225 (\$6,275 - \$7,375)	\$8,400 - \$9,450
A.V. Technician	\$7,200 - \$10,900 (\$6,100 - \$ 9,500)	\$8,300 - \$12,300

Probationary period is 90 days worked. Maximum rates for Clerical Level 1 and Head School Secretary Level 2 reached after 12-month increases of \$350 and for A.V. Technician after 12-month increases of \$700.

Overtime Pay: Time and one-half after 35(48) hours per week. Double time (time and one-half) for work on Sunday.

Paid Vacations: 4 weeks after 15(20) years.

Welfare: Life Insurance, OHIP and Semi-Private Hospitalization - Employer pay 75% (66 2/3%) of the premiums for life insurance and OHIP, and 75% (new) of the premiums for semi-private hospitalization.

Life Insurance - Benefits of an amount equal to double employee's annual salary (previously \$5,000).

Metropolitan Separate School Board of Toronto - Local 1280, Canadian Union of Public Employees (CLC) (maintenance, services and plant employees): A 24-month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 600 employees, settled at the bargaining stage.

Wages:	Effective	July 1/74	Jan. 1/75	July 1/75	Jan. 1/76
	General Increases	8½%-13%		10%	
	Tradesmen	50¢	50¢	50¢	50¢
	Matron	\$3.52 (\$3.19)		\$3.87	
	Head Caretaker	\$4.88-\$5.53 (\$4.31-\$4.98)		\$5.37-\$6.08	
	Carpenter, Senior	\$6.38 (\$5.88)	\$6.88	\$7.38	\$7.88
Shift Premium:	0-22¢(0-20¢).				
Pay for Sunday Work:	Double time(time and one-half).				
Call-in Pay:	Minimum of 3 hours at overtime rate (minimum of 4 hours at regular rate).				
Work on Paid Holiday:	Double time plus holiday pay for work on all holidays, or a day off in lieu (previously time and one-half on Remembrance Day).				
Paid Vacation:	Effective Jan. 1, 1975, 4 weeks after 13(15) years' service and 5 weeks after 22(25) years. Effective Jan. 1, 1976, 3 weeks after 1(2) year's service.				
Extended Vacation Leave(unpaid):	3 weeks leave of absence without pay to be taken in conjunction with annual vacation may be granted once every 4(5) years.				
Health and Welfare:	<u>O.H.I.P., Group Life and Blue Cross Extended Health Care Plan - Board pays 100%(85%) of premium cost.</u>				
	Sick Leave - 24 days sick leave credit per year on the basis of 2 days per month of service (unchanged). Any unused portion may be accumulated and carried forward (previously credits could be accumulated to maximum of 155 days).				
	Effective Jan. 1, 1976, an employee while off work and entitled to workmen's compensation at the rate of 75% of his regular weekly wages will receive from the Board an amount equal to 25% of his wages, to be credited against accumulated sick leave credits and paid so long as he has sufficient credits.				

Bereavement Leave:	Up to 8(4) hours' paid funeral leave.
Citizenship Court:	An employee who requires time off to attend Citizenship Court for the purpose of being admitted as a Canadian citizen will be granted sufficient leave with pay (new).
Car Allowance:	Maintenance employees - for each day car is used an allowance calculated on the basis of \$100(\$60) per month.
Transportation Allowance(new):	For caretakers who are required on a regular shift basis to move from one school to another - 15¢ per mile if the distance by car is at least one mile or if streetcar is used for more than one-half mile, the full fare.

McMaster University at Hamilton - Local 532, Service Employees (AFL-CIO/CLC)
(Operations and Maintenance Unit): A 24-month renewal agreement effective from Oct. 1, 1974 to Sept. 30, 1976, covering 295 employees, settled at the bargaining stage. (Previous agreement expired Sept. 30, 1974).

Wages:	Effective	<u>Sept. 28/74</u>	<u>May 17/75</u>
	Increases	40¢	30¢ - 36¢
	Group 1C (Custodian 1)	\$3.20 (\$2.80)	\$3.56
	Group 3B (includes Custodian 5)	\$4.25 (\$3.85)	\$4.55
	Group 5A (includes Electrician A)	\$5.58 (\$5.18)	\$5.90
	Effective	<u>Dec. 27/75</u>	<u>May 29/76</u>
	Increases	30¢ - 36¢	30¢ - 33¢
	Group 1C (Custodian 1)	\$3.92	\$4.25
	Group 3B (includes Custodian 5)	\$4.85	\$5.15
	Group 5A (includes Electrician A)	\$6.22	\$6.53

Probationary period is 45 days worked. Starting rates are 20¢ per hour less than rate shown for A Groups, 14¢ less for B Groups and 10¢ less for C Groups, with rates increased by half the differential after 6 months and by the balance after 12 months.

Hours of Work: Split shifts are eliminated.

Paid Vacations: 3 weeks after 4(5) years. Effective in 1976, 4 weeks after 13 (14) years.

Pension Plan: Effective Oct. 1, 1974, benefits increase to \$4.75 (\$3.75), \$5.00 (\$4.00) and \$5.25 (\$4.25) per month per year of service, depending on classification.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (Chemistry group): A 24-month renewal agreement effective from Dec. 31, 1973 to Dec. 28, 1975, covering 224 Ontario employees, settled at the arbitration stage. (Previous agreement expired Dec. 30, 1973).

Wages:	Effective	<u>Dec. 31/73</u>
	Increases	\$960 is added to the minimum rate and \$1,020 to the maximum rate for that part of the CH-1 scale identified with \$60 steps; 10% for the remaining part of the CH-1 scale and for all other classifications.

Annual Rates

CH-1	\$7,860 - \$11,460 - \$14,036 (\$6,900 - \$10,440 - \$12,760)
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CH-4	\$19,774 - \$23,517 (\$17,976 - \$21,379)
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Effective	<u>Apr. 1/74</u>
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General Increases	\$265
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CH-1	\$8,125 - \$11,725 - \$14,301
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Ch-4	\$20,039 - \$23,782
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Effective	<u>Dec. 30/74</u>
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Increases	\$235 is added to the minimum rate and \$655 to the maximum rate for that part of the CH-1 scale identified with \$60 steps; 10% for the remaining part of the CH-1 scale and for all other classifications.
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CH-1	\$8,360 - \$12,380 - \$15,731
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CH-4	\$22,043 - \$26,160
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Probationary period is 12 months. Middle rates shown for CH-1 reached after 6-month increases of \$240 each. This is the part of the CH-1 Scale identified with \$60 steps. Thereafter, 12-month increases are received until maximum rates are reached. Maximum rates for CH-4 reached after four 12-month increases.

Paid Vacations: Effective Oct. 1, 1974, 5 weeks after 28 (30) years.

Government of Canada (Treasury Board) - Professional Institute

(Ind) (computer systems group): A 23-month renewal agreement effective from Nov. 1, 1974 to Sept. 22, 1976, covering 1,590 employees, settled at the mediation stage.

Wages:	Effective	<u>Sept. 23/74</u>	<u>Sept. 22/75</u>
	General Increases	9%	9%
<u>Annual Rates</u>			
	CS-1	\$7,778-\$14,453 (\$7,136-\$13,260)	\$8,478-\$15,754
	CS-3	\$17,985-\$21,303 (\$16,500-\$19,544)	\$19,604-\$23,220
	CS-5	\$24,269-\$30,200 (\$22,265-\$27,706)	\$26,453-\$32,918
Overtime:	CS-1, 2 and 3 only	are eligible for overtime rates (previously all levels were eligible).	
Paid Vacation:	Effective Apr. 1, 1975, 5 weeks after 28(30) years' service.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada

(CLC) (engineering and scientific support group): A 24-month renewal agreement effective from July 1, 1974 to June 27, 1976, covering 7,255 employees, settled at the arbitration stage.

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>
	General Increases	8½%	9%
<u>Annual Rates</u>			
	EG-1	\$7,517-\$8,472 (\$6,928-\$7,808)	\$8,194-\$9,234
	EG-8	\$15,332-\$17,349 (\$14,131-\$15,990)	\$16,712-\$18,910
	EG-11	\$21,346-\$24,185 (\$19,674-\$22,290)	\$23,267-\$26,362
Paid Vacation:	Effective Apr. 1, 1975, 5 weeks after 29(30) years' service. Effective Apr. 1, 1976, 5 weeks after 28 years.		

LOCAL ADMINISTRATION

London City Corporation (Fire Department) - Local 142, Firefighters (AFL-CIO/CLC):
A 12-month renewal agreement effective from Jan. 1, 1974 to Jan. 1, 1975, covering 285 employees, settled at the arbitration stage. (Previous agreement expired Jan. 1, 1974).

Wages: Effective Jan. 1/74

Increases 12% for 1st
Class Fire-fighter

Wages for other Classifications
are calculated as a percentage
of 1st Class Fire Fighters Wage.

5th Class \$9,275
Firefighter (\$8,270)
2nd six months

1st Class \$13,250
Firefighter (\$11,815)

Master Mechanic \$16,562
(Division Chief) (\$14,769)

Welfare: Life Insurance - Effective Nov. 1, 1974, \$30,000 (\$20,000).

Dental Plan - Effective Nov. 1, 1974, employer pays 50% of the premiums for new dental plan - Blue Cross No. 7. Repairs of dentures will also be covered by plan.

Addendum: This addendum consists of one settlement ratified in May, one in June, one in July and one in September 1974.

FOOD AND BEVERAGE

Dare Foods Ltd. (Biscuit Div.) at Kitchener - Local 264, Bakery Workers (AFL-CIO/CLC): A 24-month first agreement effective from May 1, 1974 to April 30, 1976, covering 300 employees, setted at the bargaining stage, and ratified in May.

Wages: Effective May 1/74 May 4/75

Increases 45¢ - 50¢ 30¢
Weekly hours
reduced to
40(42-1/2)

Class F \$2.75 - \$3.26 \$3.22 - \$3.76
(Packer) (\$2.30 - \$2.81)

Class G \$3.79 - \$4.29 \$4.33 - \$4.86
(Includes
Electrician) (\$3.34 - \$3.84)

Probationary period is 60 working days. Maximum rates reached after 60 working days.

Shift Premiums: 0 - 12¢ - 12¢ (0 - 10¢ - 12¢).

Hours of Work: Effective May 4, 1975, weekly hours are reduced to 40(42-1/2).

Overtime Pay: Time and one-half after 8(8-1/2) hours per day.

Paid Vacations: 3 weeks after 6(7) years, 4 weeks after 15(16) years and 5 weeks (new) after 30 years.

Bereavement Leave: Sister-in-law and brother-in-law included in 1 day's paid leave to attend or make arrangements for funeral.

Welfare: Weekly Indemnity Plan - Employer pays \$7.50 (\$1.75) per month towards the premiums for plan.

Tool Allowance: Employer pays \$15 per year (new) towards the cost of replacement of tools for maintenance department employees.

Safety Shoe Allowance: Employer pays up to \$5.00 per year (new) towards the cost of safety shoes.

Meal Allowance: \$2.50 (\$2.00).

TRANSPORTATION EQUIPMENT

Gidon Industries Inc. at Toronto - Local 8039, Steelworkers (AFL-CIO/CLC): A 30-month renewal agreement effective from April 1, 1974 to September 30, 1976, covering 232 employees, settled at the bargaining stage, and ratified in June 1974. (Previous agreement was to expire July 23, 1975).

Wages:	Effective	Apr. 1/74	Apr. 1/75	Sept. 30/75
	General Increases	30¢	20¢	20¢
	Class 1 (includes packer)	\$2.68 (\$2.38)	\$2.88	\$3.08
	Tool Maker Fully Experienced	\$5.29 (\$4.99)	\$5.49	\$5.69

Probationary period is 60 working days in any 12-month period. Employees receive the rates shown above at the end of the probationary period, and receive an additional 10¢ per hour for each year employed up to a maximum of 6(5) years.

Shift Premiums: 0 - 15¢ - 15¢ (0 - 10¢ - 15¢).

Paid Holidays: Effective in 1975, full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 11(10).

Welfare: Life Insurance - Effective July 1, 1974, employer pays 100% (new) of the premiums for plan to provide benefits of \$4,000. Effective July 1, 1975, \$5,000.

Weekly Indemnity Plan - Effective July 1, 1975, employer pays 100% (new) of the premiums for plan to provide benefits of 66 2/3% of weekly earnings up to a maximum of \$ 113 per week, payable on a 1-8-16 basis.

METAL FABRICATING

A. G. Simpson Company Limited at Toronto - Simpson Plant Council (Ind.):

A 36-month renewal agreement effective from July 22, 1974 to July 21, 1977, covering 220 employees, settled at the bargaining stage, and ratified in July. (Previous agreement was to expire Oct. 6, 1974).

Wages:	Effective	July 22/74	July 22/75	July 22/76
	General Increases	50¢	24¢	20¢
	Production Worker Light-B	\$3.10 (\$2.60)	\$3.34	\$3.54
	Production Worker Heavy	\$3.90 (\$3.40)	\$4.14	\$4.34
	Class A Die Maker	\$6.30 (\$5.80)	\$6.54	\$6.74

Cost-of-Living Allowance: 1¢ per hour per 0.7 change in the Consumer Price Index (1949=100) as compared with the June 1974 Index, to be adjusted every 6 (12) months. Effective July 22, 1975, 1¢ per hour per 0.6 change in the Consumer Price Index, and effective July 22, 1976, 1¢ per hour per 0.5 change.

Overtime Pay: Effective July 22, 1975, double time (previously time and one-half) for work on Sunday.

Pay for Work on a Paid Holiday: Effective July 22, 1975, double time (previously time and one-half) in addition to regular holiday pay.

Paid Holidays: Boxing Day is added for a total of 10(9).

Paid Vacations: Effective July 1, 1975, 3 weeks after 9(12) years and 4 weeks (new) after 19 years. Effective July 1, 1976, 3 weeks after 8 years and 4 weeks after 18 years.

Bereavement Leave: One day's paid leave (new) granted upon death of husband, wife, mother, father, son, daughter, mother-in-law or father-in-law if unable to attend funeral due to distance, or up to 3 days' paid leave, as previously, to attend funeral.

Welfare: Life Insurance, Weekly Indemnity Plan, OHIP and Major Medical Plan - Employer pays 60% (50%) of the premiums for these plans. Effective July 22, 1975, employer pays 80%, and effective July 22, 1976, 100%.

Safety Prescription Glasses: Employer pays 100% of the cost of up to one pair of replacement lenses per year (new).

MACHINERY

Keeprite Products Limited at Brantford - Keeprite Workers Independent Union: A 36-month renewal agreement effective from Oct. 1, 1974 to Sept. 30, 1977, covering 300 employees, settled at the bargaining stage and ratified in September. (Previous agreement expired Sept. 30, 1974).

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
General Increases		27¢ on incentive base rates	22¢ on incentive base rates	Re-opener for wages
Cost-of-living Fold-in		30¢ cost-of-living was folded into wages rates, leaving a float of 43¢	----	-----
General Labour		\$3.92-\$4.03 (\$3.35-\$3.46)	\$4.14-\$4.25	-----
Millwright - Maintenance		\$4.40-\$4.80 (\$3.83-\$4.23)	\$4.62-\$5.02	-----

Probationary period is 90 days. Maximum rates reached on merit.

Cost-of-Living Allowance: 1¢ per hour per 0.46 change in the Consumer Price Index (1961=100), to be adjusted quarterly (no change).

Shift Premiums: 0-18¢ - 23¢ (0-15¢ -15¢).

Paid Holidays: One floating day during the Christmas period is added for a total of $11\frac{1}{2}$ ($10\frac{1}{2}$).

Paid Vacations: 3 weeks after 7(9) years, and 4 weeks after 15(19) years.
Effective in 1975, 3 weeks after 6 years and 4 weeks after
14 years. Effective in 1976, 3 weeks after 5 years, 4 weeks
after 13 years and 5 weeks after 23(25) years.

Bereavement Leave: Mother-in-law and father-in-law included in 1 day's paid leave
to attend funeral.

Welfare: Life Insurance - \$10,500 (\$9,000).

Dental Plan - Employer pays 100% of the premiums for new
basic dental plan.

Pension Plan: Employees who retired before Jan. 1, 1974 receive a 25% increase
in benefits.

Survivor option (new) provides surviving spouse with 50% of
adjusted pension.

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CANADA DEPARTMENT OF LABOUR
OTTAWA



ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING NOVEMBER 1974



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 40 collectively bargained settlements in Ontario's industries in November 1974. It also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

December 26, 1974

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Great Lakes Paper Company Ltd. at Thunder Bay - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1974 to Aug. 31, 1976, covering 1,200 employees, settled after a work stoppage.

Wages:	Effective	<u>Sept. 1/74</u>	<u>Jan. 1/75</u>	<u>Sept. 1/75</u>
	General Increases	90¢	20¢	65¢
	Labourer	\$5.06 (\$4.16)	\$5.26	\$5.91
	Carpenter	\$6.65 (\$5.75)	\$6.85	\$7.50

Cost of Living Allowance(new): 1¢ per hour for each 0.35 point change in the Consumer Price Index, payable May, Aug. and Nov. 1975 and Feb., May and Aug., 1976.

Crew Leader: 35¢(10¢) above standard hourly rate.

Call-back Pay: Minimum 4(3) hours.

Bush Assignment: 25¢ per hour for all tradesmen and helpers assigned to a bush garage or required to do work away from the main camp or central garage.

Shift Premium: 0¢-22¢-25¢(0¢-14¢-19¢).

Overtime Pay: Double time (time and one-half) after 8 hours on a Sunday and holidays. All hours worked on "sixth day" or on Sunday paid at time and one-half (previously only for work on Sunday).

Paid Holidays: Effective Jan. 1, 1975, 2(1) floating holidays for employees who have accumulated 120 days seniority.

Paid Vacation: Each 2% increment of vacation with pay credit entitles an employee to one week of paid vacation.

0-1,000(200-1,600) days of service	4% of gross earnings
1,000-3,000(1,600-3,000)	6%
3,000-5,000(unchanged)	8%
5,000-5,400(5,000 and over)	10%
5,400 and over (new)	12%

Effective Jan. 1, 1975,	
1,000-2,800 days	6% of gross earnings
2,800-5,000 days	8%

Supplementary Vacation with pay - All employees who have worked more than 5,000 days receive the following additional vacation in the calendar year in which they attain:

Age 60	1 week, at 2% (unchanged)
61	2 weeks, at 4%(unchanged)
62	3 weeks, at 6%(unchanged)
63	4(3) weeks at 8(6)%
64	5(3) weeks at 10(6)%

Health and Welfare: Life Insurance - \$15,000(\$10,000) coverage, 50% employer paid (unchanged).

Weekly Indemnity - 70% of earnings up to \$170(\$120) per week.

Dental Plan(new) - Maximum \$1,000 per year per person. The plan is employer paid.

Bereavement Leave: Grandparents are added for up to 3 days'paid leave. The definition of "immediate family" is to include step-relatives.

Fire and Theft Insurance: Maximum \$800(\$500), employer paid, fire and theft insurance on tools and power saws.

Power Tool Allowance: 70¢(40¢) per day to cover the cost of oil and gas used in power saws. Effective Jan. 1, 1975, gas and oil to be provided by the employer.

Safety Equipment: Personal safety equipment to be sold by the company at \$3 below the company cost price.

Clothing Allowance: Coveralls supplied and laundered for 40¢ per week (previously supplied at cost).

Travel Allowance 16¢ per mile when using private automobile. (new):

Power Saw Rental: \$5.50 and \$6.50(\$4.50 and \$5.50) per 8-hour shift.

RUBBER

Firestone Canada Ltd. - Ltee. at Hamilton - Local 113, United Rubber, Cork, Linoleum and Plastic Workers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Feb. 26, 1974 to Feb. 25, 1977, covering 1,200 employees, settled after a work stoppage.

Wages:	Effective	Feb. 26/74	Feb. 26/75	Feb. 26/76
	General Increases	55¢	30¢	30¢
	Skilled Trades Adjustment	50¢	25¢	
	Sweeper	\$4.43 (\$3.88)	\$4.73	\$5.03
	J Journeyman E Electrician	\$6.03 (\$4.98)	\$6.58	\$6.88

Interim Increases (new): Effective in the second year of the agreement, 1¢ per hour for each 0.45 rise in the Consumer Price Index. The average CPI for the months of December, 1974, January and February 1975, increased by 3½% will be the base for calculation.

The same formula will apply in the third year of the agreement, with the base for calculation being the average CPI for the months of December, 1975, January and February 1976, increased by 3½%.

The agreement provides for three interim adjustments in the second year and two in the third year to be paid the first pay period following Aug. 26, 1975, Nov. 26, 1975, Feb. 26, 1976, Aug. 26, 1976 and Dec. 2, 1976.

Shift Premiums: 0-15¢-20¢(0-10¢-15¢).

Vacation Pay: Minimum of \$125 (\$85) per week for an employee who has been unable to work during a portion of the preceding year owing to injury or sickness. To be eligible the employee must have worked some portion of the preceding calendar year and have resumed his normal duties not less than 3 months before vacation is granted.

Weekend Work: An employee who works both Saturday and Sunday may take a compensating day off during the following week (new).

Seniority: An employee off work by reason of injury or illness will accumulate seniority for a period equal to seniority held at commencement of absence to maximum of 24(18) months.

A laid-off employee with 3 months but less than 5 years' seniority, if rehired within 2 years will receive credit on return to work for seniority held at time of lay-off, plus seniority credit for time laid off, to maximum of 9(6) months. With 5 years or more seniority to maximum of 18(12) months.

Health and Welfare: Life Insurance and A. D. & D. - Effective Feb. 26, 1974, \$9,500 for all employees (previously \$8,500 for male employees and \$7,000 for female employees.)

Life Insurance for Pensioners - \$4,500(\$4,000 males and \$3,250 females).

Survivor Income Benefit - Maximum payment of \$175(\$150) per month to maximum total of \$4,200(\$3,600).

Weekly Indemnity - Effective Nov. 4, 1974, 66 2/3% of earnings to maximum \$125 per week for all employees (previously \$85 per week for male employees and \$70 for female employees), with a minimum of \$100 per week (new).

Blue Cross Comprehensive Health Care Plan - Effective Nov. 20, 1974, benefits extended to active retirees who retired prior to June 1, 1968.

Pension Plan: Basic Benefit - \$9.25(\$7.25) per month per year of service.

Supplementary Benefit - Type A \$8.00(\$7.50) per month per year of service to maximum of 25 years. Type B \$4.30 per month times years of service to maximum 25, reduced by statutory benefits (unchanged).

Early Retirement - Effective Feb. 26, 1974, the basic pension of an employee retiring at age 55 with 30 or more years of service will be unreduced (previously at age 62 with 37 years' service).

Supplementary Unemployment Benefit Plan: Effective Nov. 20, 1974, maximum funding \$750(\$350) per employee. Company contributes 10¢(6¢) per hour.

Technological Change: Employer will give Union minimum of 3 months' advance notice of change that will eliminate the employment of permanent employees.

Safety Shoes: Employer contributes \$5 per pair.

B. F. Goodrich Canada Ltd. (Commercial Products Plant) at Kitchener - Local 73, United Rubber, Cork, Linoleum and Plastic Workers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1974 to May 31, 1977, covering 650 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	June 1/74	June 1/75	June 1/76
	General Increases	55¢	30¢	30¢
	Skilled Trades Adjustment	50¢	25¢	
	Sweeper	\$4.30 (\$3.75)	\$4.60	\$4.90
	Electrician	\$5.81 (\$4.76)	\$6.36	\$6.66

Other Contract Changes: The same as for the Tire Plant, reported below.

B. F. Goodrich Canada Ltd. (Tire Production Plants) at Kitchener - Local 677,
United Rubber, Cork, Linoleum and Plastic Workers of
America (AFL-CIO/CLC): A 36-month renewal agreement
effective from Oct. 1, 1974 to Sept. 30, 1977, covering 750
employees, settled at the post conciliation bargaining stage.

Wages:	Effective	Oct. 1/74	Oct. 1/75	Oct. 1/76
	General Increases	55¢ plus various inequity adjustments	30¢	30¢
Adjustments:				
	Labourer	5¢		
	Skilled Trades	50¢	25¢	
	Labourer	\$4.51 (\$3.91)	\$4.81	\$5.11
	Electrician	\$5.92 (\$4.87)	\$6.47	\$6.77
Interim Increase (new): (Cost of Living Allowance)	Effective in the second year of the agreement 1¢ for each 0.45 change in the Consumer Price Index, uncapped.			
Shift Premiums:	0-15¢-20¢(0-10¢-15¢).			
Vacation Pay:	Minimum of \$125(\$85) per week for an employee who has been unable to work during part or all of the preceding year owing to sickness or injury. To be eligible the employee must have resumed his normal duties not less than 3 months before vacation is granted.			
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective date of ratification \$9,500 for all employees (\$8,500 for males, \$7,000 for females). <u>Life Insurance for Pensioners</u> - Effective for retirees after Oct. 1, 1974, \$4,500(\$4,000 males and \$3,250 females). <u>Survivor Income Benefit</u> - Maximum payment of \$175(\$150) per month to maximum total of \$4,200(\$3,600). <u>Weekly Indemnity</u> - 66 2/3% of earnings to maximum \$125 per week for all employees (previously \$85 for males and \$70 for females) with a minimum of \$100 per week (new).			
Pension Plan:	 <u>Extended Health Care</u> - Effective date of ratification benefits extended to all past retirees. <u>Basic Benefit</u> - \$9.25(\$7.25) per month per year of service. <u>Supplementary Benefit</u> - Type A \$8.00(\$7.50) per month per year of service to maximum of 25 years. Type B \$4.30 per month times years of service to maximum 25, reduced by statutory benefits (unchanged).			

Early Retirement - Effective for employees retiring after Oct. 1, 1974, the basic pension of an employee retiring at age 55 with 30 or more years of service will be unreduced (previously at age 62 with 37 years' service).

Supplementary Unemployment Benefit Plan: Effective Nov. 24, 1974, maximum funding \$750(\$350) per employee. Company contributes 10¢(6¢) per hour.

Safety Shoes: Employer contributes \$4(\$3.75) per pair.

Mansfield-Denman General Company Ltd., Tire Division at Barrie - Local 536, United Rubber, Cork, Linoleum and Plastic Workers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1974 to June 30, 1977, covering 525 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>	<u>July 1/76</u>
	General Increases	55¢	30¢	30¢
	Skilled Trades Adjustment	50¢	25¢	
	Other Inequity Adjustments	20¢-70¢		
	Janitor	\$4.32 (\$3.77)	\$4.62	\$4.92
	Maintenance Electrician	\$5.76 (\$4.71)	\$6.31	\$6.61

Interim Increases (new): Effective in the second year of the agreement, 1¢ per hour for each 0.45 rise in the Consumer Price Index. The average (Cost of Living CPI for the months of March, April and May, 1975, increased by 3½% will be the base for calculation.

The same formula will apply in the third year of the agreement, with the base for calculation being the average CPI for the months of March, April and May 1976, increased by 3½%.

The agreement provides for three interim adjustments in the second year and two in the third year to be paid the first pay period following Jan. 1, Apr. 1 and July 1, 1976, Jan. 1 and Apr. 1, 1977.

Probationary Period: 2 calendar months (was 60 cumulative working days.)

Shift Premiums: 0-10¢-25¢(0-10¢-15¢).

Vacation Pay: Minimum of \$125(\$85) per week for an employee with 18 months or more service who has been unable to work during the preceding calendar year or any part thereof owing to sickness or injury. To be eligible the employee must have resumed his normal duties not less than 2 months before the end of the year.

Health and Welfare: Life, Insurance and A. D. & D. - Effective Nov. 25, 1974, \$9,500(\$8,500).

Survivor Income Benefit - Maximum payment of \$175(\$150) per month to maximum total of \$4,200(\$3,600).

Weekly Indemnity - Effective Nov. 25, 1974, \$140(\$100) per week.

Pension Plan: Basic Benefit - Effective July 1, 1975, \$8.25(\$7.25) per month per year of service. Effective July 1, 1976, \$9.25 per month per year of service.

Supplementary Benefit - Effective July 1, 1976, type A \$8.00(\$7.50) per month per year of service to maximum of 25 years. Type B unchanged.

Early Retirement - Effective Feb. 26, 1974, the basic pension of an employee retiring between ages 55 and 62 with 30 or more years of service will be unreduced. (Previously at age 62 with 37 years' service).

Past Pensioners - Effective July 1, 1974, an additional \$1 per month for each year of service.

Safety Shoes: Employer contributes \$6(\$3) minimum per pair.

Meal Allowance: \$1.60(\$1.10) for an employee who is to work 3 hours or more overtime.

RUBBER

Gates Rubber of Canada Ltd. at Brantford - Local 733, Rubber Workers (AFL-CIO/CLC):

A 36 - month renewal agreement effective from April 28, 1974 to April 28, 1977, covering 325 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 27, 1974).

Wages :	Effective	<u>Apr. 28/74</u>	<u>Apr. 28/75</u>	<u>Apr. 28/76</u>
General Increases		5¢	30¢	30¢
Additional Adjustments	Some reclassification. 50¢ inequity adjustments for skilled tradesmen in the Engineering Division		25¢ for all skilled tradesmen	
Belt Utility		\$3.663-\$4.233 (\$3.113-\$3.683)	\$3.963-\$4.533	\$4.263-\$4.833
2nd Class Stationary Engineer		\$4.934-\$5.918 (\$3.884-\$4.868)	\$5.484-\$6.468	\$5.784-\$6.768

Probationary period is 3 months. New employees receive an increase of 5¢ per week until job rate is reached.

Cost-of-living Allowance: Effective Oct. 1975, new cost-of-living provision of 1¢ per hour for each 0.45 points that the previous 3 month average of the Consumer Price Index (1961=100) exceeds the base of the average Index for the months of Feb., Mar., and Apr. 1975, increased by 3.5%, to be adjusted quarterly. Effective Oct. 1976, the base will be the average Index for the months of Feb., Mar., and Apr. 1976, increased by 3.5%.

Shift Premiums: 0 - 14¢ - 17¢ (0 - 9¢ - 12¢).

Vacation Pay: Minimum of \$115 per week vacation pay (previously \$75 for male employees and \$65 for female employees) for an employee with one year's seniority or more who has worked a minimum of 3 months but been unable to work the full vacation year due to sickness or injury.

Bereavement Leave: Son-in-law and daughter-in-law included in up to 3 days' paid leave to attend funeral.

Welfare: Life Insurance and A.D.&D. - \$9,500 for all employees (previously \$8,500 for male employees and \$7,000 for female employees).

Life Insurance for Retirees - \$4,500 for all employees (previously \$4,000 for male employees and \$3,250 for female employees).

Weekly Indemnity Plan - Benefits increase to 66 2/3% of weekly earnings for all employees with a minimum of \$92 per week and up to a maximum of \$115 per week (previously \$75 per week), payable, as previously, on a 1 - 1 - 8 - 52 basis.

Survivor Income Benefits - \$175 (\$150) per month up to a maximum of \$4,200 (\$3,600) in 24 months.

Pension Plan: \$9.25 (\$7.25) per month per year of service.

Employee with 30 (37) years' service may retire at age 55 with no reduction in benefits.

Supplementary benefits of \$8.00 (\$7.50) per month per year of service up to a maximum of 25 years.

Deferred Life Annuity - \$9.25 (\$7.25) per month per year of service from and including Jan. 1, 1965.

Supplementary Unemployment Benefits Fund: Maximum funding of \$750 (\$350).

KNITTING MILLS

Puretex Knitting Company Limited at Toronto - Canadian Textile and Chemical Union (Ind.): A 24-month renewal agreement effective from Nov. 11, 1974 to Nov. 6, 1976, covering 250 employees, settled at the mediation stage. (Previous agreement expired Nov. 5, 1974).

Wages:	Effective	Nov. 11/74	Nov. 10/75	Aug. 10/76
	General Increases	40¢	35¢	5¢
	Job Group 2B (Includes Finisher)	\$2.60 (\$2.20)	\$2.95	\$3.00
	Job Group 10 (Includes Head Mechanic)	\$4.60 (\$4.20)	\$4.95	\$5.00

Hours of Work: Hours of work are reduced to 43-1/2(45) per week, and effective Nov. 10, 1975, to 42 per week.

Overtime Pay: Time and one-half after 43-1/2(45) hours, and effective Nov. 10, 1975, after 42 hours.

Paid Holidays: Civic Holiday is added for a total of 9 (8).

Paid Vacations: 3 weeks after 8(15) years and 4 weeks after 18(20) years.

Welfare: OHIP - Employer pays 100%, as previously, of the single rate of the premiums for OHIP, and 100% (new) of the family rate for employees with 3 years' service or more.

PAPER AND ALLIED

Barber - Ellis of Canada Ltd. at Brantford - Local 397, Auto Workers (CLC): A 24-month renewal agreement effective from October 1, 1974 to September 30, 1976, covering 200 employees, settled at post-conciliation bargaining stage. (Previous agreement expired September 30, 1974).

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>
	Increases	25¢ for production workers; 35¢ for skilled workers	18¢ for production workers; 23¢ for skilled workers
	Additional Adjustments	4¢ to 16¢ inequity adjustments for some classifications	
	Cost-of-Living Fold-in	59¢ cost-of-living was folded into wage rates, leaving a float of 5¢	
	Light Labour	\$3.60 - \$3.78 (\$2.76 - \$2.94)	\$3.78 - \$3.96
	Heavy Labour	\$4.21 - \$4.29 (\$3.37 - \$3.45)	\$4.39 - \$4.47
	Plant Electrician	\$5.15 - \$5.56 (\$4.21 - \$4.54)	\$5.38 - \$5.79
	Probationary period is 60 days. Maximum rates reached after 60 days.		
Cost-of-Living Allowance:	Effective April 1975, 1¢ per hour per 0.4 (0.45) change in the Consumer Price Index (1961=100) as compared with the Oct. 1974 Index, to be adjusted semi-annually.		
Paid Vacations:	3 weeks after 5(7) years and 5 weeks after 25(27) years.		
Welfare:	<u>Life Insurance</u> - Benefits range from \$ 9,000 to \$ 10,000 (previously \$ 5,000 to \$ 6,000), based on wages.		

Dental Plan - Effective April 1, 1975, 4¢ per hour will be diverted from cost-of-living allowance for a new dental plan - Blue Cross No. 7. Provision for dentures will be included in plan. Employer will pay any additional costs of premiums.

Long Term Disability Plan - Benefits increase to \$ 150 (\$100) per week, payable from the 40th week until return to work or until Life Insurance limit is reached.

Pension Plan: Effective October 1, 1974, employer contributes 10¢ (5¢) per hour and effective October, 1975, 15¢ per hour to pension plan.

PRIMARY METAL

Indalex Limited at Toronto - Local 2729, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 5, 1974, to Oct. 4, 1976, covering 200 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Oct. 4, 1974.

Wages:	Effective	<u>Oct. 4/74</u>	<u>Oct. 4/75</u>
General Increases		75¢	75¢
Additional Adjustments		9¢ for production helper, due to reclassification	
Production Helper		\$4.30 (\$3.46)	\$5.05
Maintenance Mechanic		\$4.79-\$5.09 (\$4.04-\$4.34)	\$5.54-\$5.84

Probationary period is 30 working days within 6 months.

Cost-of-Living Allowance: Effective 1976, new cost-of-living provision of 1¢ per hour per 0.3 change in the Consumer Price Index (1961=100), after the Index rises 11% above the Oct. 1975 base.

Shift Premiums: 0 - 20¢ - 25¢ (0 - 14¢ - 17¢).

Lead Hand Premium: 40¢ per hour (new).

Overtime Pay: Double time (new) after 12 hours per day.

Time and one-half for all work on Saturday (previously only if after 40 hours per week).

Call-Back Pay: Minimum of 6 (4) hours pay for night shift.

Paid Holidays: Two and one half days are added during the Christmas period for a total of 12½ (10).

Paid Vacations: Effective Oct. 4, 1974, 5 weeks (new) after 20 years.
Effective Oct. 4, 1975, 4 weeks after 14 (15) years.

Citizenship Leave: Eight (four) hours' paid leave granted to take Canadian Citizenship test.

Bereavement Leave: One day's paid leave (new) granted to attend funeral upon death of grandparents, brother-in-law, or sister-in-law.

Welfare: Life Insurance and A.D. & D. - \$10,000 (\$5,000).

Weekly Indemnity Plan - Benefits of 66 2/3 % of weekly earnings up to a maximum of \$113 per week or U.I.C. level (previously flat amount of \$75 per week), payable from the first day of accident and third (eighth) day of illness for a maximum of 32 (26) weeks.

Drug Plan - Employer pays 100% of the premiums for new drug plan with deductible of 35¢ per prescription.

Safety Shoe Allowance: Employer pays 100% (75%) of the cost of 2 pair of safety shoes per year.

METAL FABRICATING

Babcock & Wilcox Canada Ltd. at Cambridge - Local 2859, United Steelworkers of America (AFL-CIO/CLC): A 21½-month renewal agreement effective from Nov. 17, 1974 to Aug. 31, 1976, covering 850 employees, settled after a work stoppage.

Wages:	Effective	Nov. 17/74	Oct. 1/75
	General Increases	65¢	50¢
	Job. Cl. Increment	11¢(10¢)	12¢
	Job Class 1 (Sweeper)	\$4.10 (\$3.45)	\$4.60
	Job Class 14 (Electrician - Maintenance)	\$5.53 (\$4.75)	\$6.16
Cost of Living Allowance(new):	In the first year 1¢ for each 0.5 change in the Consumer Price Index, capped at 10¢, with the first payment Apr. 1, 1975.		
	In the second year, 1¢ for each 0.45 change in the CPI, capped at 10¢, with the first payment Jan. 1, 1976.		

Shift Premiums: 0-40¢-40¢(0-21¢-21¢).

Paid Holidays: 1 floating holiday added between Christmas and New Year's for a total of 12 paid holidays.

Paid Vacation: 5 weeks after 20(23) years' service, 6 weeks (new) after 30 years. Also 3 weeks after 6 years and 4 weeks after 15 years (unchanged).

Health and Welfare: Employer Contribution - Employer continues to pay 100% of insurance plans.

Life Insurance - \$7,000(\$6,000).

Retirees' Life Insurance - \$2,000(\$1,000).

Weekly Indemnity - Job Class 1 to 6, \$100(\$85); Job Class 7 to 12, \$110(\$90); and Job Class 13 to 18, \$120(\$95).

Long Term Disability - \$100(\$75) per week.

Pension Plan: Benefits increased in accordance with wage increases.

Temporary Transfer: Higher rate paid after 8 consecutive hours (previously after 3 days).

P. L. Robertson Manufacturing Company Limited at Milton - Local 4970, Steelworkers (AFL-CIO/CIC) A 24-month renewal agreement effective from September 28, 1974 to September 27, 1976, covering 325 employees, settled during a strike. (Previous agreement expired September 27, 1974).

Wages:	Effective	<u>Sept. 28/74</u>	<u>Sept. 28/75.</u>
	General Increases	75¢	60¢
	Job Class Increments	9½¢ (8 3/4¢) between job classifications	10¢ between job classifications
	Job Class I (includes Labourer)	\$4.15 (\$3.40)	\$4.75
	Job Class 18 (includes Toolmaker)	\$5.7650 (\$4.8875)	\$6.4500
Shift Premiums:	0 - 12¢ - 15¢ (0 - 10¢ - 12¢).		
Pay for Work on a Paid Holiday:	Double time (previously time and one-half) for work on a paid holiday.		

Paid Vacations: Effective in 1976, 3 weeks after 6(8) years and 4 weeks after 16(18) years.

Bereavement Leave: One day's paid leave (new) granted to attend or make arrangements for funeral upon death of grandparents.

Welfare: Life Insurance and A.D. & D. - \$7,000 (\$5,000).

Weekly Indemnity Plan - Benefits increase to \$90 (\$80) per week, payable, as previously, on a 1-8-52 basis. Effective September 28, 1975, benefits increase to \$100 per week. After 26 weeks, benefits are reduced by any payments made under the Canada Disability Pension Plan.

Drug Plan - Effective January 1, 1975, employer pays 100% of the premiums for new drug plan, with deductible of 35¢ per prescription.

Pension Plan: \$6.00 per month per year of past service on retirements from Jan. 1, 1969.

Safety Prescription Glasses: Employer pays \$5.00 per year (new) towards the cost of replacement of safety prescription glasses.

Columbus McKinnon Limited at St. Catharines - Local 199, Auto Workers (CLC):
A 36-month renewal agreement effective from Oct. 1, 1974 to Sept. 30, 1977, covering 200 employees, settled at post-conciliation bargaining stage. (Previous agreement expired Sept. 30, 1974).

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
	General Increases	20¢	18¢	17¢
	Additional Adjustments	15¢ for Chainmaker		
	Cost-of-Living Fold-in	75¢ cost-of-living was folded into wage rates		
	Labourer	\$4.89 (\$3.94)	\$5.07	\$5.24
	Fire Welder and Winder	\$5.49 (\$4.54)	\$5.67	\$5.84

Cost-of-Living Allowance: 1¢ per hour per 0.4 change (same formula) in the Consumer Price Index (1961=100) above the base of 161.0, to be adjusted quarterly.

Lead Hand Premium: 25¢ (20¢) per hour.

Shift Premiums: 0 - 24¢ - 29¢ (0 - 20¢ - 25¢). Effective Oct. 1, 1975, 0 - 25¢ - 30¢.

Paid Holidays: One day during the Christmas period is added for a total of 13(12). Effective Oct. 1, 1975, one additional day during the Christmas period is added for a total of 14.

Paid Vacations: 15 days after 3(7) years, 17 days after 7(13) years, 18 days after 10(15) years, 19(17) days after 13 years, 20 days after 15(17) years, 22 days after 17(20) years, 24(22) days after 20 years and 27(25) days after 25 years.

Welfare: Life Insurance - Effective Nov. 1, 1974, \$9,000 (\$8,000). Effective Oct. 1, 1975, \$9,500. Effective Oct. 1, 1976, \$10,000.

Weekly Indemnity Plan - Effective Nov. 1, 1974, benefits of 66-2/3% of weekly earnings up to a maximum of \$120 per week (previously a flat amount of \$85 per week), payable as previously, on a 1-1-4-39 basis.

Pension Plan: Effective Nov. 1, 1974, basic benefit of \$7.25 (\$6.00) per month per year of service. Effective Nov. 1, 1975, \$7.50. Effective Nov. 1, 1976, \$7.75.

Effective Nov. 1, 1974, Supplementary benefits of \$7.25 (\$6.00) per month per year of service up to a maximum of 30(25) years. Effective Nov. 1, 1975, \$7.50. Effective Nov. 1, 1976, \$7.75.

Effective Nov. 1, 1974, \$6.50 (\$5.50) per month per year of service for present retirees. Effective Nov. 1, 1975, \$6.75. Effective Nov. 1, 1976, \$7.00.

Tool Allowance: Employer will pay 50% (new) of the cost of metric tools, when required, up to a maximum of \$100.

Decor Metal Products at Midland - Local 1411, Auto Workers (CLC): A 36-month renewal agreement effective from Nov. 11, 1974 to Nov. 11, 1977, covering 550 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Nov. 15, 1974).

Wages:	Effective	<u>Nov. 11/74</u>	<u>Nov. 17/75</u>	<u>Nov. 15/76</u>
	General Increases	55¢	20¢	20¢

Noy. 11/74

Noy. 17/75

Noy. 15/76

Additional Adjustments	Some reclas- sifications. 30¢ - 75¢ for skilled tradesmen		
Class 1 (Includes Buckle Assembly Operator)	\$3.45 (\$2.90)	\$3.65	\$3.85
Class 20 (Includes Electrician)	\$5.45 (\$4.60)	\$5.65	\$5.85

Cost-of-Living Allowance: Effective Nov. 17, 1975, new cost-of-living provision of 1¢ per hour for each 0.45 points that the previous 3 month average of the Consumer Price Index (1961=100) exceeds the base of the average Index for the months of February, March and April, 1975, to be adjusted semi-annually.

Paid Holidays: 2 days added in 1974, 3 days in 1975 and 1 day in 1976 during the Christmas shutdown period, making a total of 13(11) in 1974, 14 in 1975, and 12 in 1976.

Paid Vacations: 3 weeks with vacation pay of 6% (same) after 5(8) years and vacation pay of 7% (new) after 10 years.

Welfare: Life Insurance and A.D.&D. - \$8,000 for all employees (previously \$8,000 for employees with certain seniority and \$5,000 for all other employees).

Weekly Indemnity Plan - Effective Dec. 1, 1974, \$80 (\$60-\$75) payable from the first day of accident and hospitalization and fourth day of illness, for a maximum of 26 weeks (previously payable from the first day of accident and fourth day of illness for a maximum of 13 weeks). Effective Nov. 1, 1975 benefits increase to \$85. Effective Nov. 1, 1976, \$90.

MACHINERY

Outboard Marine Corporation of Canada Ltd. at Peterborough - Local 5009,
United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Oct. 1, 1974 to Sept. 30, 1977, covering 1,500 employees, settled after a work stoppage.

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
Increases				
Hourly Rates		65¢	28¢	30¢
Incentive Rates		50¢	22¢	23¢
Skilled Trades Adjustment				
		20¢		
Inequity adjustments to some other classifications				
Labourer		\$4.29 (\$3.64)	\$4.57	\$4.87
Electrician		\$6.03 (\$5.18)	\$6.31	\$6.61
Cost of Living Allowance(new):	1¢ per hour for each 0.45 change in the Consumer Price Index, on the September 1974 base. The allowance will be paid quarterly with the first payment in February 1975.			
Overtime:	Effective Nov. 18, 1974, double time (time and one-half) for work on paid holidays in addition to holiday pay.			
Shift Premiums:	0-18¢-22¢(0-16¢-19¢). Effective Oct. 1, 1975, 0-19¢-23¢ and Oct. 1, 1976, 0-20¢-24¢.			
Paid Holidays:	1 holiday added for a total of 12.			
Paid Vacation:	3 weeks after 6(7) years' service, 4 weeks after 12 years (unchanged), 5 weeks after 19(20) years and 6 weeks after 29(30) years.			
	Effective Oct. 1, 1975, 5 weeks after 18 years and 6 weeks after 28 years.			
	Effective Oct. 1, 1976, 3 weeks after 5 years, 4 weeks after 11 years, 5 weeks after 17 years and 6 weeks after 27 years.			
Health and Welfare:	<u>Life Insurance</u> - \$8,000(\$7,000).			
	<u>Major Medical</u> - Deductible reduced to \$25-\$50(\$50-\$100). Effective Oct. 1, 1976, \$10-\$20.			
	<u>Weekly Indemnity</u> - 66 2/3% of earnings to a maximum of \$113(\$90) per week on a 1-4-52(1-4-26) basis.			
Pension Plan:	Effective Nov. 18, 1974, \$2 per month for each year of past service added to monthly benefits.			
	Effective Jan. 1, 1977, \$7.50(\$7) per month per year of future service.			

Effective Jan. 1, 1975, the pension plan is compulsory for all employees.

Effective Jan. 1, 1976, the employer pays total cost of plan (previously the employee contributed \$2.42 per week).

Early Retirement - Effective in the second year of the agreement the pension of an employee retiring at age 61(62) with 30 or more years of service, will be unreduced. Effective in the third year, the age requirement is reduced to 60.

TRANSPORTATION EQUIPMENT

Hawker Siddeley Canada Ltd., Orenda Division at Malton - Lodge 717 Turbo,

International Association of Machinists and Aerospace

Workers (AFL-CIO/CLC): A 24-month renewal agreement

effective from Sept. 28, 1974 to Sept. 24, 1976, covering 500 employees, settled at the conciliation officer stage.

Wages:	Effective	Sept. 28/74	Sept. 27/75
	General Increase	25¢-38¢	26¢-35¢
	COLA Fold-in	40¢	
	Labourer, General	\$4.50 (\$3.84)	\$4.77
	Electrician, Maintenance	\$5.49 (\$4.74)	\$5.82
COLA Float:	21¢ per hour effective from Sept. 1, 1974, payable Dec. 1974.		
Cost of Living Allowance:	Effective Dec. 1974, 1¢ per hour for each 0.4(0.46) points by which the Consumer Price Index published in Dec. 1974 exceeds that of Sept. 1974, payable in Mar. 1975 and quarterly thereafter to a maximum on a cumulative basis of 10¢ per hour for each quarter.		
Shift Premiums:	0-25¢-36¢(0-18¢-24¢).		
Paid Holidays:	Jan. 2, 1976 added for a total of 12½ days. Heritage Day will be observed if proclaimed by the federal government.		
Paid Vacation:	Years of Service	Weeks of Vacation	Vacation Pay
	-1	-	4%
	1	2	4%
	5	3	6%
	10	3	7%
	15	4	8%
	20	4	9%
	22	4	9½%
	25	5	11%

(Previously, vacation pay of 2% with less than 1 year's service, 3 weeks after 10 years at 7% and 4 weeks after 20 years at 9%).

An employee entitled to receive 4 or 5 weeks vacation may be requested to forego one week's vacation and be paid in lieu or be requested to take one week at a time mutually agreeable to the employee and the Company.
(Previously, employee could be required to take one week of vacation at the Company's direction).

Health and Welfare:

Group Insurance - Coverage commences after 1(3) month of employment.

Drug Plan - No maximum (\$150).

Life Insurance and A. D. & D. - \$10,000 for all employees (\$7,000 for male employees, \$3,000 for females.)

Weekly Indemnity - Payable from the first day of disability. Will be amended to 66 2/3% of the maximum U.I.C. earning level in Jan. 1, 1975 and Jan. 1, 1976.

Retiree Life Insurance - Paid-up policy of \$500 for employees retiring on or after Oct. 1, 1974.

Unpaid Sick Leave: Increased to 2 years (39 weeks).

Pension Plan:

Supplemental Pension Benefits - An employee with 10 years or more of service who has attained age 45 at date of termination, other than retirement at normal pension age, will receive the difference between his accrued benefit and \$1,600 per year, calculated on his years of service at termination divided by the total number of years of service that he would have accumulated had his service continued to age 65.

An employee with 20 or more years of service, who is laid off subsequent to his 55th birthday and whose recall rights expire will at age 65 be entitled to a pension of \$1,600 per year.

Effective Sept. 30, 1974, a minimum guarantee of \$133.33(\$80) per month for retirees with 20 years' service, actuarially reduced for employees with less than 20 but more than 15 years service.

The above amendments are subject to the approval of the applicable federal and provincial registration authorities.

Orenda Division of Hawker Siddeley Canada Limited at Malton - Local 1922,
Machinists (AFL-CIO/CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from Nov. 2, 1974 to Nov. 5, 1976, covering 230 employees, settled at the conciliation officer stage. (Previous agreement expired Nov. 1, 1974).

Wages:	Effective	<u>Nov. 2/74</u>	<u>Nov. 2/75</u>
	Increases	\$12.35-\$24.50 per week	\$8.40-\$14.45 per week
	Cost-of-Living Fold-In	\$11.60 cost-of- living allowance was folded into wage rates, leaving a float of \$6.40 to which \$2.00 was added	
	Salary Group 3 (includes Clerk- Typist 'A')	\$148.90-\$156.90 (\$123.55-\$131.55)	\$158.00-\$166.00
	Salary Group 12 (includes Process Planner 'A')	\$241.00-\$249.00 (\$204.90-\$212.90)	\$255.45-\$263.45
	Probationary period is 3 months. Job rates are reached after 4 three-month increases of \$2 each.		
Cost-of-Living Allowance:	Effective Nov. 1974, 40¢ per week per 0.4 (0.46) change in the Consumer Price Index (1961=100) as compared with the Aug. 1974 Index, to be adjusted quarterly up to a weekly maximum of \$4 per quarter.		
Shift Premiums:	0 - 25¢ - 36¢ (0 - 18¢ - 24¢).		
Paid Vacations:	3 weeks with 3 weeks pay after 5(10) years, 3 weeks with 3-1/2 weeks pay (new) after 10 years, 4 weeks with 4 weeks pay after 15(20) years, 4 weeks with 4-1/2 weeks pay (new) after 20 years, 4 weeks with 4-3/5 weeks pay (new) after 22 years and 5 weeks (new) with 5-1/2 weeks pay (new) after 25 years.		
Welfare:	<u>Life Insurance and A.D.&D.</u> - \$10,000 for all employees (previously life insurance benefits of \$7,000 for male employees and \$4,000 for female employees, and A.D.&D. benefits of \$3,500 for male employees and \$1,500 for female employees).		
	<u>Weekly Indemnity Plan</u> - Benefits of 66-2/3% of weekly earnings up to a maximum of \$123 (\$113) per week, payable from the first day of accident and first (third) day of illness for a maximum of 30 weeks.		
Pension Plan:	Minimum benefit of \$1,600 (\$960) per year for employees with 20 years' service or more.		

American Motors (Canada) Ltd. at Brampton - Local 1285, United Auto Workers (AFL-CIO/CLC): A 22-month renewal agreement effective from Nov. 4, 1974 to Sept. 15, 1976, covering 1,125 employees, settled after a work stoppage.

Wages:	Effective	<u>Nov. 4/74</u>	<u>Sept. 22/75</u>
	General Increases	44¢-50¢	15¢-20¢
	COLA Fold-in	17¢	
	Assembler	\$5.28 (\$4.66)	\$5.44
	Toolmaker	\$6.79 (\$6.12)	\$6.99

Cost of Living Allowance: 1¢ per 0.3 rise in the combined United States/Canada Consumer Price Indexes.

Paid Holidays: 15(12) paid holidays in each year of the contract.

Health and Welfare: The following 3 wage brackets are added to the existing schedule:

<u>Base Hourly Rate</u>	<u>Life Insurance</u>	<u>A.D. & D.</u>	<u>Accident and Sickness (weekly)</u>	<u>Extended Disability (monthly)</u>
\$7.03-\$7.27	\$15,000	\$7,500	\$160	\$620
\$7.28-\$7.52	\$15,500	\$7,750	\$165	\$645
\$7.53 and over	\$16,000	\$8,000	\$170	\$665

Effective Nov. 3, 1974, \$20 weekly added to the Accident and Sickness benefit.

Effective Oct. 1, 1975, Life Insurance increased by \$1,000 and Accidental Death and Dismemberment coverage by \$500.

Survivor Income Benefits: Effective Oct. 1, 1975, the Transition Benefit and Bridge Benefits are increased to \$200(\$175) per month, with a minimum monthly payment of \$150(\$100) after deduction of Canada or Quebec Pension Plan or Old Age Security Benefits.

Pension Plan: Basic benefit - \$9.50(\$7.50).

Supplementary benefit - \$9.50(\$7.50) to a maximum \$237.50 (\$187.50). Supplementary benefit payable after statutory benefit age is increased to \$8(\$4.30), maximum \$200(\$107.50).

For employees having 30 or more years of service on date of ratification, the Special Allowance is increased to a maximum gross benefit of \$625(\$450) per month to Government Pension age, with the age reduced to 55(58). 1/3 of 1% reduction will be eliminated for future employees retiring at age 55 or older.

Basic benefit for prior retirees increased by \$1.00.

Supplemental
Unemployment
Benefit Plan:

Percentage of Fund
Assets to Maximum Funding

Applicable cents - per - hour

<u>At Least</u>	<u>But Less than</u>	<u>Oct. 1/74</u>	<u>Dec. 31/75</u>
87.5	100.0	7¢	9¢
75.0	87.5	8¢	10¢
62.5	75.0	9¢	11¢
50.0	62.5	10¢	12¢
37.5	50.0	11¢	13¢
Less than	37.5	12¢	14¢

TRANSPORTATION

Air Canada, (system-wide) - The Canadian Air Line Pilots Association (Ind.):
An 18-month renewal agreement effective from June 2, 1974 to Nov. 30, 1975, covering 1,600 employees, settled at the post conciliation bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>June 2/74</u>	<u>Jan. 1/75</u>	<u>Apr. 2/75</u>
	General Increases	10%	4%	3%
	Adjustment 1st & 2nd Officers	1%		
	Weekly Base Pay Airline Transport Rating 2nd year	\$261.09 (\$237.35)	\$271.53	\$279.68
	Captain - Additional hourly flying pay DC-9 - day	\$20.85 (\$18.96)	\$21.68	\$22.33
	B-747 - day	\$22.51 (\$20.46)	\$23.41	\$24.11

Paid Holidays: Reserve Pilots, 2 additional days for a total of 12.

Meal Allowances: Effective Oct. 31, 1974, \$18.00 (\$15.50) per day. Effective July 2, 1975, \$19.50 per day.

Gratuity
Allowance(new): Effective Oct. 31, 1974, \$1.50 per day when hotel stay is involved.

Clothing
Maintenance
Allowance:

\$18 (\$14) per month.

Canadian National Railways, Atlantic (except Newfoundland), St. Lawrence, Great Lakes, Prairie and Mountain Regions - Brotherhood of Locomotive Engineers (Ind.): A 12-month renewal agreement effective from May 1, 1975 to April 30, 1976, covering 1,845 employees, settled at the bargaining stage.

Wages:	Effective	<u>May 1/75</u>
	General Increase	15%
	Rotary Snow Plows	\$4.868 (\$4.233)
	Yard & Transfer Service	\$6.621 (\$5.758)

Canadian National Railways (system-wide) - United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, brakemen, yardmen etc.): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 8,720 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/75</u>
	General Increase	15%
	Yard Helper	\$5.916 (\$5.144)
	Yard Foreman	\$6.340 (\$5.513)

Canadian National Railways (system wide) - United Transportation Union (AFL-CIO/CLC) (firemen etc.): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 1,805 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/75</u>
	General Increase	15%
	Yard & Transfer Service	\$4.607 (\$4.006)
	Outside Hostler	\$5.047 (\$4.388)

Canadian Pacific Ltd., Atlantic, Eastern, Prairie and Pacific Regions -
Brotherhood of Locomotive Engineers (Ind.): A 12-month renewal agreement effective from Mar. 16, 1975 to Mar. 15, 1976, covering 1,700 employees, settled at the bargaining stage.

Wages:	Effective	<u>Mar. 16/75</u>
	General Increase	15%
	Passenger Service	\$4.453 (\$3.873)
	Yard & Transfer Service	\$6.621 (\$5.758)

Canadian Pacific Ltd. (system wide) - United Transportation Union (AFL-CIO/CLC)
(conductors, baggagemen, etc.): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 5,825 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/75</u>
	General Increase	15%
	Yardmen	\$5.916 (\$5.144)
	Yard Master 1st Class Yard	\$7.322 (\$6.367)

Canadian Pacific Ltd. (system-wide) - United Transportation Union (AFL-CIO/CLC)
(firemen and hostlers): A 12-month renewal agreement effective from Mar. 1, 1975 to Feb. 29, 1976, covering 600 employees, settled at the bargaining stage.

Wages:	Effective	<u>Mar. 1/75</u>
	General Increase	15%
	Yard Service	\$4.607 (\$4.006)
	Hostler	\$5.047 (\$4.388)

*
Railway Association of Canada (system-wide) - Railway Employees' Department,
Division No. 4** (AFL-CIO/CLC) (non-operating unions, shop-
crafts): A 12-month renewal agreement effective from
Jan. 1, 1975 to Dec. 31, 1975, covering 21,000 employees,
settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/75</u>
	General Increases	10% plus 23¢
	Helper	\$4.922 (\$4.202)
	Machinist	\$6.038 (\$5.273)

Railway Association of Canada (system-wide) - Various non-operating railway
unions (clerical): A 12-month renewal agreement effective
from Jan. 1, 1975 to Dec. 31, 1975, covering 55,760 employees,
settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/75</u>
	General Increase	10% plus 23¢
	Section Man, 1st Class Yard	\$4.532 (\$3.911)
	Welder	\$5.972 (\$5.22)

* Railways Involved:

Canadian National Railways
Canadian Pacific Limited
Toronto, Hamilton and Buffalo Railway
Ontario Northland Railway
Algoma Central Railway

** Unions Involved:

Brotherhood of Railway Carmen of the United States and Canada
International Association of Machinists and Aerospace Workers
United Association of Journeymen and Apprentices of the Plumbing and Pipe
Fitting Industry of the United States and Canada
Sheet Metal Workers' International Association
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths,
Forgers and Helpers
International Brotherhood of Electrical Workers
International Moulders' and Allied Workers' Union

The following provisions apply to all the railway agreements:

Settlement Pay:	Maximum \$350, depending upon length of compensated service in 1974.
Cost of Living Allowance:	Three-quarters of the percentage increase in excess of 10% of the Consumer Price Index - All items, using the first 10 months of 1975 over the first 10 months of 1974 as a basis of calculation. Any adjustment will be effective Jan. 1, 1975 on all rates in effect Dec. 31, 1974.
Shift Premiums:	0-15¢-20¢.
Paid Vacation:	3 weeks' vacation after 5 years of service, 4 weeks after 15 years and 6 weeks after 30 years service.
Health and Welfare:	<u>Life Insurance</u> - \$7,000(\$4,500). A \$1,000(\$500) policy upon retirement, company paid.
	<u>Sickness & Accident</u> - Payments are amended to conform with the Unemployment Insurance Commission criteria for sickness benefit payments. Payment will commence from the first day in cases of accidental injury or hospitalization for sickness, and from the fourth day in other cases of sickness. The plan is also amended to include payment for statutory holidays and for employees on company compensated leave.
Pension Plan:	Applicable to Canadian Pacific Limited and Canadian National Railways: 2% per annum formula to a maximum of 35 years of allowable service or equivalent. Pensions are calculated on the average of the last 60 months of service preceding retirement.

COMMUNICATION

Bell Canada in Québec and Ontario - Canadian Telephone Employees' Association (Ind.) (craft and service employees): A 12-month renewal agreement effective from Dec. 1, 1974 to Nov. 30, 1975, covering 11,505 employees, settled at the bargaining stage.

Wages: Effective Nov. 24/74

Weekly Rates

House Servicewoman	\$102.00-\$121.00
Zone A - fulltime	(\$90.25-\$102.00)
Central Officeman III	\$139.50-\$215.75
Zone A	(\$123.50-\$186.75)

No significant changes in other provisions.

Bell Canada in Québec and Ontario - Canadian Telephone Employees' Association (Ind.) (communications sales employees): A 12-month renewal agreement effective from Dec. 1, 1974 to Nov. 30, 1975, covering 500 employees, settled at the bargaining stage.

Wages: Effective Dec. 5/74

Monthly Rates

Sales Representative	\$583-\$845
Zone A	(<u>\$518-\$737</u>)
Sales Representative	\$875-\$1,400
Zone 1	(<u>\$730-\$1,230</u>)

No significant changes in other provisions.

Bell Canada in Québec and Ontario - Canadian Telephone Employees' Association (Ind.) (clerical and associated employees): A 12-month renewal agreement effective from Dec. 1, 1974 to Nov. 30, 1975, covering 11,270 employees, settled at the bargaining stage.

Wages: Effective Nov. 24/74

Weekly Rates

Clerk - Zone A	\$107.00-\$154.50
Grade 2-5	(<u>\$90.00-\$135.00</u>)
Layout Artist	\$130.50-\$190.50
Zone A	(<u>\$115.50-\$166.50</u>)

No significant changes in other provisions.

RETAIL TRADE

Canada Safeway Ltd. at Toronto, Hamilton, Burlington, Oshawa and Sault Ste. Marie (a total of 15 stores) - Local 206, Retail, Wholesale and Department Store Union(AFL-CIO/CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from July 8, 1974 to July 9, 1976, covering a total of 350 full-time and 250 part-time employees, settled at the conciliation officer stage.

Wages:	Effective	<u>July 8/74</u>	<u>July 7/75</u>
General Increases		72½¢ for all present employees	42½¢ for all present employees
Produce Dept. Manager		96¢	42½¢
Adjustment for Bakers		\$6.40/wk. effective date of ratification	
Clerk-Cashier Wrappers		\$3.47-\$4.96 (\$3.02-\$4.11)	\$3.69-\$5.39
Meat Cutter		\$3.94-\$6.04 (\$3.48-\$5.16)	\$4.16-\$6.47
Probationary Period:	30 calendar days with provision to extend (previously 6 weeks).		
Hours of Work:	Effective Dec. 2, 1974, weekly hours of work reduced to 39(40) with difference in pay made retroactive to July 8, 1974.		
Cost of Living Allowance(new):	Effective in the second year of the agreement 1¢ for each 0.5 increase in the Consumer Price Index, to a maximum of 25¢ per hour, after an increase of more than 8 points over the Mar. 1974 index.		
Night Shopping Premium:	60¢(50¢) per hour.		
Night Shift Premium:	45¢(35¢) per hour.		
Paid Vacation:	4 weeks after 10(11) years' service and 5 weeks after 20(23) years.		
Work on Paid Holiday:	Double time (time and one-half) for part-time employees.		
Health and Welfare:	<u>Sick Leave</u> - Credits accumulate at rate of one-half day per month to maximum of 12(10) days.		
	<u>Drug Plan (new)</u> - Effective Jan. 1, 1975, \$25 deductible will be paid by the employer, 80-20 co-insurance.		
	<u>Dental Plan</u> - Effective Jan. 1, 1975, employer contributes 7¢(2¢) per hour worked for full-time and part-time employees.		
Christmas Bonus:	For part-time employees - \$10 with over 6 months' service, \$20 with over 12 months (new).		

Dominion Stores Limited at Sudbury - Local 579, Retail, Wholesale Employees

(AFL-CIO/CLC): Two 24-month renewal agreements effective from October 27, 1974 and November 7, 1974 to May 31, 1976, covering 145 full-time and 200 part-time employees, settled at the bargaining stage. (Previous agreements expired May 31, 1974).

Wages:

Retroactive pay of \$29 per regular week worked and 73¢ per hour of overtime worked for all employees on payroll as of October 27, 1974.

<u>Effective</u>	<u>October 28/74</u>	<u>June 2/75</u>
General Increases (to all employees on staff)	\$29 per week is added to maximum rates	\$17 per week is added to maximum rates
Clerk A	\$124.00 -\$193.60 (\$118.40 -\$164.40)	\$132.50 - \$210.60
Meat Cutter	\$223.20 -\$250.40 (\$198.00 -\$221.20)	\$240.20 - \$267.40

Part Time Employees

Retroactive pay of 73¢ per hour worked between June 3, 1974 and November 9, 1974, for all employees on payroll as of November 7, 1974.

<u>Effective</u>	<u>November 11/74</u>	<u>June 2/75</u>
General Increases	73¢ is added to maximum rates	42¢ is added to maximum rates
Student	\$2.25 - \$4.23 (\$1.90 - \$3.50)	\$2.45 - \$4.65
Non-Student	\$2.50 - \$4.23 (\$2.15 - \$3.50)	\$2.70 - \$4.65

Probationary period is 60 days for full-time employees, Maximum rates for full-time employees reached after 5 three-month increases.

Hours of Work: Effective June 3, 1975, weekly hours are reduced to 39(40).

Cost-of-Living Allowance: Effective April, 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) after an increase of 8 points above the June 1974 Index to be adjusted quarterly, up to a maximum of 25¢ over the term of the agreement.

Night Premium: 45¢ (35¢) per hour for night shift.
An additional 35¢ (20¢) for employee placed in charge of the store on night shift.

Paid Vacations: 4 weeks after 10 (11) years and 5 weeks after 20 (23) years.

Welfare: OHIP - Employer will continue to pay premiums for retirees with 20 years of service.

Dominion Stores Ltd. at Windsor, Amherstburg and Kingsville - Local 14045,
United Steelworkers of America (AFL-CIO/CLC): A 21-month renewal agreement effective from Nov. 11, 1974 to July 31, 1976, with wages retroactive to July 31, 1974, covering 620 full-time and part-time employees, settled at the mediation stage.

Wages:	Effective	Nov. 11/74	Aug. 1/75
General Increases	\$29 per week for present full-time employees	\$17 per week for present full-time employees	
	73¢ per hour for present part-time employees	42¢ per hour for present part-time employees	

Weekly Rates

Clerk A	\$128.50- \$191.00 (\$91.00- \$162.00) (maximum after 30(42) months.)	\$137.00- \$208.00
Meat Cutter	\$211.00- \$239.00 (\$182.00- \$210.00)	\$228.00- \$256.00

Retroactivity: 73¢ per hour for all employees on payroll on Nov. 10, 1974, for the period Aug. 1, 1974 to Nov. 9, 1974.

Cost of Living Allowance(new): Effective Aug. 1975, 1¢ for each 0.5 increase in the All Canada CPI, after an increase of 8 points, capped at 25¢ per hour.

Hours of Work: Effective Nov. 11, 1974, 39(40) hours per week for full-time employees

Shift Premiums: 45¢(35¢) per hour for shifts scheduled to start after 6 p.m. or before 6 a.m.

Overtime: Time and one-half after 8(10) hours worked for part-time employees.

In Charge Bonus: 35¢(20¢) per hour for employee in charge on night shift.

Pay for Double time (time and one-half) for part-time employees.
Sunday Work:

Night Shift 45¢(20¢) per hour for part-time employee for shift worked
Premium: between store closing and store opening.

Paid Vacation: 4 weeks after 10(11) years' service and 5 weeks after
20(23) years.

Health and Weekly Indemnity - 66 2/3% of wages with no cap (previously
Welfare: to maximum of \$115 per week).

Sick Leave - 4(3) days' pay if no accumulated sick leave
used in calendar year.

Optical and Hearing Aid Plan (new) - Employer will pay
premium cost.

Bereavement Step-relatives added to immediate family for up to 3 days'
Leave: paid leave.

Meal Allowance: \$3.00(\$2.75).

Christmas Bonus: For part-time employees - \$10 with over 6 months' service,
\$20 with over 12 months (new).

Dominion Stores Ltd. in Northern Ontario and Québec - Locals 427, 429, 579, 582, 915
and 930, Retail, Wholesale and Department Store Union (AFL-CIO/CLC):
Two 24-month renewal agreements effective from May 14, 1974 to
May 13, 1976, covering 455 full-time and 570 part-time employees,
settled at the bargaining stage.

Wages: Effective May 14/74 May 13/75

Full Time Employees

Weekly Rates

General Increases	\$29	\$17
Clerk "A" (3 mos.)	\$157 (\$128)	\$174
Meat Cutter (3 mos.)	\$213 (\$184)	\$230

Part Time Employees

Hourly Rates

General Increases	73¢	45¢
Students (3 mos.)	\$2.73 (\$2.00)	\$3.18
Non-Students (6 mos.)	\$2.98 (\$2.25)	\$3.43

Cost of Living Effective July 1975, 1¢ for each 0.5 increase in the Consumer Allowance(new): Price Index, after an increase of 8 points, capped at 25¢ per hour.

Hours of Work: Effective Nov. 24, 1974, weekly hours of work are reduced to 39(40). Weekly hours are reduced to 39 in Sudbury in June 1975.

Shift Premium: 0¢-45¢(0¢-35¢).

Supervision Premium: 35¢(20¢) per hour for an employee in charge of one or more employees at night.

Paid Vacation: 4 weeks after 10(11) years of service and 5 weeks after 20(23) years.

Temporary Assignments: Guaranteed minimum of \$12 weekly when working temporarily in a higher classified job for more than one day. Previously, no guaranteed minimum.

Health and Welfare: Group Insurance - \$2,500 in life insurance, semi-private coverage, prescription drug plan and dental plan for employees at age 65 with 20(25) years of service before retirement.

Weekly Indemnity - 66 2/3% of weekly pay, no maximum.
(Previously 66 2/3% of weekly pay to a maximum of \$115 weekly).

The Great Atlantic & Pacific Company of Canada Limited - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (warehouse employees): A 24-month renewal agreement effective from Oct. 13, 1974 to Oct. 12, 1976, covering 208 employees, settled at the conciliation officer stage. (Previous agreement expired Oct. 12, 1974).

Wages:	Effective	<u>Oct. 13/74</u>	<u>Oct. 13/75</u>
	Increases (for present employees)	50¢ for Light Duty Warehouse; 70¢ for all other employees	45¢ for Light Duty Warehouse; 65¢ for all other employees
	Light Duty Warehouse	\$4.30 - \$4.57 (\$3.90 - \$4.07)	\$4.62 - \$5.02
	Heavy Duty Warehouse	\$5.40 - \$5.80 (\$4.92 - \$5.10)	\$5.90 - \$6.45
	Mechanic - 1st Class	\$6.30 (\$5.60)	\$6.95

Probationary period is 30 days worked. Maximum rates reached after 12 months.

Cost-of-Living Allowance: Effective Oct. 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) above the Oct. 1974 Index, up to a maximum of 10¢. Entire cost-of-living allowance will then be folded into wage rates.

Paid Vacations: 4 weeks after 10(12) years and 5 weeks after 20(25) years.

Meal Allowance: \$2.00 (\$1.00).

Safety Shoe Allowance: Employer pays \$17.50 (\$15.00) per year towards the cost of safety shoes.

HEALTH AND WELFARE SERVICES

Ottawa General Hospital at Ottawa - Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975 with a wage adjustment retroactive to July 1, 1974. The agreement covers 500 employees and was settled at the bargaining stage.

Wages:	Effective	<u>July 1/74</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>	<u>Sept. 1/75</u>
<u>Weekly Rates</u>					
	Jr. Orderly	\$137.06- \$150.68 (\$125.66- \$139.27)	\$150.68- \$164.33 \$176.33	\$162.68- \$176.33	\$170.78- \$184.39
	R.N.A.	\$145.16- \$159.94 (\$137.02- \$151.68)	\$158.78- \$173.55 \$185.55	\$170.78- \$185.55	\$178.84- \$193.61

Nurses Aide	\$124.16-	\$137.78-	\$149.78-	\$157.84-
	\$135.94	\$149.55	\$161.55	\$169.61
	(\$106.08-			
	\$117.97)			

Electrician	\$226.16	\$239.78	\$251.78	\$259.84
	(\$216.93)			

No significant changes in other provisions.

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct Ltd. in Québec and Ontario - Canadian Telephone Employees (Ind.) (clerical and associated employees): A 12-month renewal agreement effective from Dec. 1, 1974 to Nov. 31, 1975, covering 525 employees, settled at the bargaining stage.

Wages: Effective Nov. 24/74

Weekly Rates

Grades 2-5	\$107.00-\$154.50
Zone A-Regular	(\$90.00-\$135.00)
Senior Layout Artist	\$142.00-\$202.00
Zone A-Regular	(\$125.50-\$176.50)

No significant changes in other provisions.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (economics, sociology and statistics group): A 24-month renewal agreement effective from June 30, 1974 to June 27, 1976, covering 1,910 employees, settled at the mediation stage.

Wages: Effective July 1/74 June 30/75

General Increases	9%	9%
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ES I	\$8,240-\$17,763	* - \$19,362
	(\$8,240-\$16,296)	

ES 5	\$27,300-\$33,800	\$29,840-\$36,840
	(\$25,000-\$31,000)	

* Rate to coincide with University Recruitment rate for Social Economic Program - B.A. (Pass).

Employees in the ES I range below the barrier will receive a minimum semi-annual increase of \$250 or such higher amount as the employer may determine.

Paid Vacation: 5 weeks after 28(30) years of service.

Special Leave: Deletion of the credit system.

The previous agreement which was effective from June 28, 1973 to June 30, 1974 (with wage increases retroactive to July 1, 1972) resulted from an arbitral award. Changes covered by the award with respect to pay, hours of work and vacation entitlement were reported in the June 1973 issue of the Collective Bargaining Review, page 25.

The following additional changes were included in the agreement:

Vacation Leave: Provided an employee has completed 6 months of continuous service, he may be granted vacation leave in advance to the extent of the credits he will earn during the fiscal year.

Vacation Pay: When an employee dies or terminates his employment and has completed 30 calendar days but not more than 6 months service, he or his estate will, in lieu of earned vacation, be paid an amount equal to 4 per cent of the total pay, and compensation for any overtime due him.

LOCAL ADMINISTRATION

Oshawa City Corporation at Oshawa - Local 251, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Nov. 1, 1974 to Oct. 31, 1976, covering 243 employees, settled at the bargaining stage. (Previous agreement expired Oct. 31, 1974).

Wages: Effective Nov. 1/74 Nov. 1/75

General Increases	11%	10%
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Bi-Weekly Salary

Salary Code 1 (Includes Clerk-Typist)	\$278.61-\$308.74 (\$251.00-\$278.15)	\$306.47-\$339.61
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Salary Code 12 (Includes Draftsman 8)	\$500.00-\$554.06 (\$450.46-\$499.15)	\$550.00-\$609.47
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Maximum rates reached upon completion of probationary period of 6 months.

Service Pay: \$52 per year after 5 (7) years service.

Paid Holidays: Half day before Christmas Day and half day before New Year's Day added for a total of 13 (12).

Paid Vacations: 4 weeks after 14 (15) years, 4 weeks and 3 days after 19 (20) years and 5 weeks after 22 (25) years.

Regional Municipality of Sudbury - Local 6, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1975, covering 220 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	Jan. 1/74	July 1/74	Jan. 1/75
	General Increases	10%	2%	9%
	Labourer	\$4.13 (\$3.75)	\$4.21	\$4.59
	Electrician "A"	\$5.95 (\$5.41)	\$6.07	\$6.62

Shift Premiums: Effective Aug. 30, 1974, 0¢ - 16¢ - 23¢ (0¢ - 14¢ - 21¢).

Sunday Premium: 65¢ (50¢) per hour.

Paid Vacation: 6 weeks (new) after 24 years.

Bereavement Leave: Effective Aug. 30, 1974, 1 day's paid leave (new) granted to attend funeral upon death of brother-in-law and sister-in-law.

Welfare: Dental Plan - Effective Sept. 1, 1974, employer pays 25% of the premiums for new dental plan - Blue Cross #7. Effective Jan. 1, 1975, employer pays 100% of the premiums.

CONSTRUCTION

Residential Sheet Metal Contractors Organization - Local 285, Sheet Metal Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1974 to April 30, 1976, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 30, 1974).

Wages: Warm air home heating segment

Effective	<u>Aug. 26/74</u>	<u>Nov. 1/74</u>
General Increases	40¢	9¢
J Journeyman Sheet Metal Worker	\$7.58 (\$7.18)	\$7.67
Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
General Increases	40¢	4¢
J Journeyman Sheet Metal Worker	\$8.07	\$8.11

All other segments

Effective	<u>July 10/74</u>	<u>Nov. 1/74</u>
General Increases	40¢	9¢
J Journeyman Sheet Metal Worker	\$8.33 (\$7.88)	\$8.42
Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
General Increases	45¢	34¢
J Journeyman Sheet Metal Worker	\$8.87	\$9.21

Vacation Pay: Effective May 1, 1975, 10% (9%).

Welfare: Employer contributes 25¢ per hour (same).

Other Benefits: Union Dues - 5¢ (same).
Industry Fund - 2¢ (same).

ADDENDUM

This addendum consists of one settlement ratified in July, one in September and one in October 1974.

TEXTILE

Toby Industries Ltd. at Toronto - Local 1814, Textile Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from July 20, 1974 to July 19, 1976, covering 200 employees, settled at the post-conciliation bargaining stage and ratified in September 1974. (Previous agreement expired July 19, 1974).

Wages:	Effective	<u>July 20/74</u>	<u>Mar. 22/75</u>	<u>Nov. 22/75</u>
	Increases	25¢ - 35¢ for non- incentive workers; 30¢ for incentive workers	25¢ - 30¢ for non- incentive workers; 15¢-20¢ for incentive workers	15¢ - 35¢ for non- incentive workers; 25¢-30¢ for incentive workers
	Additional Adjustments	Guaranteed rate of \$2.45 for incen- tive workers		
	Shipper and Receiver	\$3.20 (\$2.88)	\$3.50	\$3.83
	Senior Cutter	\$3.50 (\$3.25)	\$3.80	\$4.15

Probationary period is 45(60) working days.

Shift Premiums: 15¢ (10¢) for afternoon shift.

Overtime Pay: Time and one-half (new) for work on Saturday.

Paid Vacations: 3 weeks with vacation pay of 6% after 5(9) years, 3 weeks with vacation pay of 7%(new) after 10 years and 4 weeks with vacation pay of 8% after 15(18) years.

Bereavement
Leave: One day's paid leave (new) granted to attend funeral upon death of brother-in-law or sister-in-law.

Welfare: Weekly Indemnity Plan - Benefits of 66-2/3% of weekly earnings (previously flat amount of \$50 per week), payable from the first day of accident and eighth day of illness for a maximum of 15(13) weeks.

OHIP - Employer pays 75% (66-2/3%) of the premiums for OHIP.

Drug Plan - Employer pays 80% (66-2/3%) of the premiums for plan.

METAL FABRICATING

International Tools (1973) Limited at Windsor - Local 1680, Windsor Mould-makers Union (CLC): A 36-month renewal agreement effective from Aug. 15, 1974 to Aug. 14, 1977, covering 350 employees, settled at the bargaining stage and ratified in Oct. 1974. (Previous agreement expired Oct. 31, 1974).

Wages:	Effective	<u>Aug. 15/74</u>	<u>Aug. 15/75</u>	<u>Aug. 15/76</u>
	Increases	5% for present employees	3-1/2% for present employees	3-1/2% for present employees
	Additional Adjustments	Some reclassification and inequity adjustments	Establishment of a new job classification and wage schedule	
	Cost-of-Living Fold-In	32¢ cost-of-living was folded into wage rates		
	Plastic Lay-up "B"	\$4.08-\$4.90 (\$3.76-\$4.36)	\$4.36-\$5.07	\$4.63-\$5.25
	Electrician "A"	\$5.85-\$6.48 (\$5.11-\$5.66)	\$6.04-\$6.71	Unavailable

Probationary period is 90 calendar days within a 12-month period. Maximum rates for Plastic Lay-up 'B' reached after 6 years, and for Electrician after 5 years.

Cost-of-Living Allowance: Effective September, 1974, 1¢ per hour per 0.40 (0.45) change in the Consumer Price Index (1961=100) to be adjusted monthly, up to a maximum of 32¢ per hour between Sept. 1, 1974 and Aug. 31, 1975, 35¢ between Sept. 1, 1975 and Aug. 31, 1976, and 38¢ between Sept. 1, 1976 and Aug. 31, 1977. Cost-of-living is folded into the base rate every 6 months.

Shift Premium: Effective Apr. 15, 1975, 25¢ (20¢) for afternoon shift.

Paid Holidays: One day is added in 1974 and 2 in 1975 and 1976 during the Christmas shutdown period, making a total of 12(11) in 1974 and 13 in 1975 and 1976.

Paid Vacations: Effective June 30, 1975, 3 weeks after 6(8) years and 5 weeks (new) after 25 years.

Bereavement Leave: Step-child included in up to 3 days' paid leave to attend funeral. One day's paid leave (new) granted to attend funeral upon death of grandparents.

Welfare: Weekly Indemnity Plan - Benefits of 70% of weekly earnings up to a maximum of \$160 (\$150) per week, payable from the first day of accident and fourth (eighth) day of illness for a maximum of 52 weeks. Plan is integrated with Unemployment Insurance plan. Employer's plan provides for the first

2 weeks and weeks 18 to 52 inclusive.

Dental Plan - Effective Oct. 1, 1974, employer pays 100% of premiums for new basic dental plan. Effective Sept. 1, 1976, additional services will be included.

Drug Plan for Retirees - Employer pays 100% of premiums for Drug Plan for employees on regular retirement and disability pension. (Previously paid for a period of 12 months).

Pension Plan: Employer contributes 9¢ (7¢) per hour for each regular hour worked. Effective Sept. 1, 1975, 11¢ per hour. Effective Sept. 1, 1976, 13¢ per hour.

Safety Shoe Allowance: Employer pays \$15(\$5) per pair of safety shoes up to a maximum of 3 pair per year.

Safety Prescription Glasses: Employer provides 1 pair of safety prescription glasses per year.

Clothing Allowance: Employer provides protective clothing for certain classifications (previously paid \$1.85 per week).

PERSONAL SERVICES

Canadian National Railways Hotel Department (Chateau Laurier Hotel) at Ottawa - Local 270, Canadian Brotherhood of Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from June 1, 1974 to May 31, 1976 covering 350 employees, settled at the bargaining stage and ratified in July 1974. (Previous agreement expired May 31, 1974).

Wages:	Effective	June 1/74	June 27/74
	Increases	20¢	7¢ - 24¢ for some classifications
	Maid	\$2.16 (\$1.96)	\$2.35
	Electrician	\$4.21 (\$4.01)	\$4.21
	Effective	Oct. 1/74	June 1/75
	Increases	20¢	7%
	Maid	\$2.55	\$2.73
	Electrician	\$4.41	\$4.72
			Oct. 1/75

Call-Back Pay: Minimum of 3(2) hours' pay at time and one-half.

Pay for Work Minimum of 4(2) hours' pay at time and one-half.
on Assigned
Days off:

Paid Holidays: Civic holiday is added for a total of 10(9).

Paid Vacations: 3 weeks after 6(8) years and 4 weeks after 16(18) years.

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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING DECEMBER 1974



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

CONTENTS

This report consists of summaries of 42 collectively bargained settlements in Ontario's industries in December 1974. It also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior date control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

December 26, 1974

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LOGGING

Abitibi Paper Company Ltd. at Thunder Bay, Sault Ste. Marie and Iroquois Falls - Lumber and Sawmill Workers Union, Locals 2693 and 2995 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC) (woods employees): A 24-month renewal agreement effective from Sept. 1, 1974 to Aug. 31, 1976, covering 1,560 employees, settled at the mediation stage.

Wages:	Effective	Sept. 1/74	Jan. 1/75	Sept. 1/75
	General Increases	90¢	20¢	65¢
	Labourer	\$5.06 (\$4.16)	\$5.26	\$5.91
	Baker	\$5.87 (\$4.97)	\$6.07	\$6.72
	Welder, Lead	\$7.00 (\$6.10)	\$7.20	\$7.85
	Piece Work Increases	12%	3%	9%

Cost of Living Allowance(new): 1¢ per hour for each full 0.35 point change in the Consumer Price Index, payable May 1, 1975 and on the first day of each succeeding three month period.

Crew Leader: 35¢(10¢) above standard hourly rate.

Shift Premiums: 0¢-22¢-25¢(0¢-14¢-19¢).

Overtime Pay: Double time (time and one-half) after 8 hours of work on a Sunday or holiday.

Call-back Pay: Camp Service personnel, minimum 4(3) hours pay.

Paid Holidays: Effective Jan. 1, 1975, 2(1) floating holidays in addition to the 10 set holidays (unchanged).

Paid Vacation: Each 2% increment of vacation with pay credit entitles an employee to one week of time off.

<u>Days of Service</u>	<u>Vacation Pay</u>
0-1,000(200-1,600)	4% of gross earnings
1,000-3,000(1,600-3,000)	6%
3,000-5,000(unchanged)	8%
5,000-5,400(unchanged)	10%
5,400 and over (new)	12%

Effective Sept. 1, 1975,

1,000-2,800	6%
2,800-5,000	8%

Supplementary
Vacation with
Pay:

Employees who have worked more than 5,000 days for the company receive the following additional vacation in the calendar year in which they attain:

Age 60	2% (unchanged) of gross earnings
61	4% (unchanged)
62	6% (unchanged)
63	8% (6%)
64	10% (6%)

Health and
Welfare:

Life Insurance - \$15,000(\$10,000).

Weekly Indemnity - Maximum \$170(\$120) per week.

Dental Plan (new) - Effective Jan. 1, 1975, \$1,000 maximum per person, employer paid.

Bereavement
Leave:

Grandparents are included for up to 3 days' paid leave.
Definition of "immediate family" is to include step-relatives.

Tool Insurance:

\$800(\$500) insurance coverage against fire on personal belongings and against fire or theft of employee-owned power saws.

Power Tool
Allowance:

70¢(40¢) per day to cover the costs of gas and oils.
Effective Jan. 1, 1975, gas and oils to be provided by the employer.

Safety Glove
Allowance:

Safety gloves supplied by the company at \$3 below company cost price.

Bush Garage
Allowance:

25¢(10¢) per hour to tradesmen and helpers assigned to a bush garage, or to work away from a main camp.

Mileage
Allowance(new):

16¢ per mile when using private auto.

Kimberly-Clark of Canada Ltd. at Longlac - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1974 to Aug. 31, 1976, covering 500 employees, settled at the mediation stage.

Wages and other provisions are identical to the Abitibi Paper Company Ltd. agreement with Locals 2693 and 2995 of the Carpenters, reported above.

Spruce Falls Power and Paper Company Ltd. at Kapuskasing - Lumber and Sawmill Workers' Union, Local 2995 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement, effective from Sept. 1, 1974 to Aug. 31, 1976, covering 600 employees, settled at the conciliation officer stage.

Wages and other provisions are identical to the Abitibi Paper Company Ltd. agreement with Locals 2693 and 2995 of the Carpenters, reported on pages 1 and 2.

Domtar Woodlands Limited at Nipigon - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1974 to Aug. 31, 1976, covering 250 employees, settled at the conciliation officer stage. (Previous agreement expired Aug. 31, 1974).

Wages:	Effective	Sept. 1/74	Jan. 1/75	Sept. 1/75
	General Increases	90¢	20¢	65¢
	Additional Adjustments	Some reclassifications of tradesmen and introduction of new classifications; 10¢ - 67¢ inequity adjustments for some tradesmen as of Aug. 31, 1974		
	Labourer	\$5.06 (\$4.16)	\$5.26	\$5.91
	Carpenter	\$6.65 (\$5.35)	\$6.85	\$7.50
Travel Allowance:		\$2.45 per week (new) for employees at Camp 56 and \$3.15 per week (new) for employees at Camp 58, if transportation is not provided to a recognized commuter operation.		
Other Contract Changes:	The same as for Eddy Forest Products reported on page 4.			

Eddy Forest Products Limited (Forestry Division) at Espanola - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1974 to Aug. 31, 1976, covering 400 employees, settled at the conciliation officer stage. (Previous agreement expired Aug. 31, 1974).

Wages:	Effective	<u>Sept. 1/74</u>	<u>Jan. 1/75</u>
	Increases	12% for incentive workers; 90¢ per hour for non-incentive workers	3% for incentive workers; 20¢ per hour for non-incentive workers
	Additional Adjustments	Some reclassifications of tradesmen and introduction of new classifications; 15¢ - 67¢ inequity adjustments for some tradesmen as of Aug. 31, 1974	
	Labourer	\$5.06 (\$4.16)	\$5.26
	Carpenter	\$6.65 (\$5.28)	\$6.85
	Effective	<u>Sept. 1/75</u>	
	Increases	9% for incentive workers; 65¢ per hour for non-incentive workers	
	Labourer	\$5.91	
	Carpenter	\$7.50	
Cost-of-Living Allowance:	Effective Jan. 1, 1975, new cost-of-living provision of 1¢ per hour per 0.35 change in the Consumer Price Index (1961=100) above the Dec. 1974 Index, to be adjusted quarterly. First adjustment in Mar. 1975.		
Premium for Crew Leader:	35¢ per hour (\$1.00 per day).		
Premium for Bush Assignment:	25¢(10¢) per hour for tradesmen and helpers assigned to a bush garage or required to work away from the main camp garage.		

Shift Premiums: 0 - 22¢ - 25¢ (0 - 14¢ - 19¢).

Overtime Pay: Double time (previously time and one-half) after 8 hours on Sunday, or on a holiday.

Call-Back Pay: Minimum of 4(3) hours at straight time rates.

Paid Holidays: Effective Jan. 1, 1975, one additional floating day is added, for employees who have accumulated 120 days seniority, for a total of 12(11).

Paid Vacations: 2 weeks with vacation pay of 4% for employees with 0-1,000 (200-1,600) days of service

3 weeks at 6% 1,000-3,000(1,600-3,000)

4 weeks at 8% 3,000-5,000(unchanged)

5 weeks at 10% 5,000-5,400(5,000 and over)

6 weeks at 12% 5,400 and over (new)

Effective Sept. 1, 1975,

3 weeks at 6% 1,000-2,800

4 weeks at 8% 2,800-5,000

Supplementary Vacation with Pay - Employees who have worked more than 5,000 days receive the following additional vacation in the calendar year in which they attain:

Age 60 1 week at 2% (same)

Age 61 2 weeks at 4% (same)

Age 62 3 weeks at 6% (same)

Age 63 4(3) weeks at 8% (6%)

Age 64 5(3) weeks at 10% (6%)

Bereavement Leave: Grandparents included in up to 3 days' paid leave to attend funeral. Step-relatives will be considered the same as blood relatives in the definition of "immediate family".

Welfare: Life Insurance - \$15,000 (\$10,000).

Weekly Indemnity Plan - Benefits of 70% of weekly earnings up to a maximum of \$170 (\$120) per week, payable, as previously, on a 1-3-52 basis.

Dental Plan - Effective Jan. 1, 1975, employer pays 100% of the premiums for a new dental plan to provide for 100% of the cost of basic services and 50% of the cost of certain other services, up to a maximum of \$1,000 per individual per year.

Fire and Theft Insurance: Employer will provide fire and theft insurance up to a maximum of \$800 (\$500) to cover personal belongings, power saws and tools.

Power Saw Allowance: 70¢(40¢) per day to cover the cost of oil and gas used in power saws. Effective Jan. 1, 1975, employer will provide oil and gas.

Employer will pay \$5.50(\$4.50) per 8 hour shift to a day worker using his power saw at the Company's request when falling and limbing, and \$6.50 (\$5.50) per 8 hour shift when bucking at a landing on a skidding operation.

Clothing Allowance: Coveralls supplied and laundered for a charge to the employee of not more than 40¢ per week (previously supplied at cost).

Safety Equipment: Required personal safety equipment to be sold by the company at \$3.00 below the company cost price (new).

Mileage Allowance: 16¢ per mile (new) for employees who elect to use their own cars instead of company transportation when transferred from camp to camp.

Training Allowance: Employer will supplement the government weekly training allowance for apprentices attending trade school to provide a total weekly income equal to 40 times regular rate of pay (new).

FOOD AND BEVERAGE

St. Lawrence Starch Company Limited at Port Credit - Local 440, Retail Wholesale Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 200 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
	Increases	50¢	45¢
	Additional Adjustments	11¢ - 22¢ for some classifications	
	Job Group 7 (Includes Grocery Products Packaging)	\$3.95 (\$3.34)	\$4.40
	Job Group 1 (Instrument Man)	\$5.80 (\$5.08)	\$6.25

Shift Premiums: 0 - 15¢ - 26¢ (0 - 14¢ - 18¢).

Special Premium: 15¢ (10¢) per hour for Swingmen, for all hours during which they swing amongst various jobs.

Paid Holidays: One floating day is added for a total of 11(10).

Paid Vacations: 3 weeks after 7(8) years and 4 weeks after 17(20) years.
Effective Jan. 1, 1976, 3 weeks after 6 years, 4 weeks after 16 years and 5 weeks (new) after 25 years .

Welfare:	<u>Weekly Indemnity Plan</u> - Benefits increase to 66-2/3% (60%) of weekly earnings up to a maximum of \$113 (\$90) per week. Plan is integrated with Unemployment Insurance plan. Employer's plan provides for benefits payable from the fifth day of accident or illness until employee qualifies for U.I.C. benefits and resuming on exhaustion of U.I.C. benefits, for a total maximum coverage of 26 weeks.		
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<u>Pepsi-Cola Canada Ltd. at Hamilton, St. Catharines and Toronto - Locals 304 and 380, Brewery Workers (AFL-CIO/CLC):</u>	Effective	<u>Sept. 1/74</u>	<u>Sept. 1/75</u>
General Increases	\$2.20 per day and commissions for Sales and 70¢-90¢ for Hourly employees	\$3.30 per day and commissions for Sales and 55¢ for Hourly employees	
Drivers	\$26.20 per day (\$24 per day)	\$29.50 per day	
General Soft Drink Worker	\$4.97 (\$4.27)	\$5.52	
Mechanic	\$5.93 (\$5.03)	\$6.48	
Cost-of-Living Allowance:	Lump sum payment of \$150 for all non-probationary employees in lieu of cost-of-living. Effective Sept. 1, 1975, new cost-of-living provision of 1% of weekly earnings per 1.0 rise in the Consumer Price Index (1961=100) after the Index rises 8% above the Aug. 1974 Index, up to a maximum of 10% over the term of the contract.		
Shift Premium:	15¢(new) for off-shift and 30¢(25¢) for night shift.		
Paid Vacations:	4 weeks after 12(15) years and 5 weeks after 22(25) years. 2 additional weeks (new) on 25th anniversary and each 5th year following.		
Bereavement Leave:	Common-law spouse included in up to 3 days' paid leave to attend funeral.		
Welfare:	<u>Weekly Indemnity Plan</u> - Benefits increase to 66 2/3% (60%) of weekly earnings payable on a 1-4-52 basis.		

Major Medical Plan - Deductibles of \$10 for single employees and \$20 for married employees, with 100% (80%) of remaining expenses paid.

Meal Allowance: \$2.50 (\$2.00) after 2 hours of overtime.

Safety Shoe Allowance: Employer will exchange worn shoes during year. (Previously employer provided one pair of shoes per year).

Tool Allowance: \$50 per year (new).

Walker, Hiram & Sons, Ltd. at Walkerville - Local No. 1, Canadian Union of Distillery Workers (Ind.): A 48-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1977, covering 800 employees, settled after a work stoppage.

Wages:	Effective	Jan. 1/74	Jan. 1/75	Jan. 1/76	Jan. 1/77
	General Increases	3% + 12¢	3%	3%	*
	COLA fold-in	42¢			
	COLA float	60¢			
	General Helper	\$5.03 (\$4.36)	\$5.18	\$5.34	*
	Electrician	\$6.30 (\$5.59)	\$6.49	\$6.68	*

* Employees to receive an increase equivalent to that given to Local 444 of the United Auto Workers at Chrysler Canada Ltd. of Windsor.

Cost of Living Allowance: 1¢ per hour for every 0.35(0.4) change in the Consumer Price Index.

Other Changes: Details unavailable at time of publication.

TEXTILE

Dobbie Industries Limited (Worsted Division and Hand Knit Division) at Guelph and Cambridge - Locals 1740 and 1741, Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 350 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Sept. 15/74</u>	<u>Dec. 29/74</u>
	Increases	23¢ - 75¢	15¢ for Winding and Hand Knitting Operator; 20¢ for all other em- ployees
	Skein Winder	\$2.66 (\$2.32)	\$2.86
	Machinist Class 1	\$4.64 (\$3.89)	\$4.84
	Effective	<u>June 1/75</u>	<u>Jan. 4/76</u>
	Increases	5¢	22¢ - 49¢
	Skein Winder	\$2.91	\$3.20
	Machinist Class 1	\$4.89	\$5.38
			\$3.25
			\$5.43

Canadian Fabricated Products Limited at Stratford - Local 1325, Auto Workers (CLC): A 37-month renewal agreement effective from Nov. 18, 1974 to Dec. 15, 1977, covering 550 employees, settled at the bargaining stage. (Previous agreement was to expire Dec. 15, 1974).

Wages:	Effective	<u>Nov. 18/74</u>	<u>Dec. 15/75</u>	<u>Dec. 20/76</u>
	General Increases	76¢	18¢	18¢
	Cost-of-Living Fold-in	20¢ cost-of- living was folded into wage rates		
	Additional Adjustments	10¢ - 50¢ inequity adjustments for some skilled and semi-skilled employees		
	Assembler	\$4.00 (\$3.03)	\$4.18	\$4.36
	Sewing Machine Repairman	\$5.59 (\$4.13)	\$5.77	\$5.95
	Electrical Technician	\$6.14 (\$4.68)	\$6.32	\$6.50

Cost-of-Living Allowance: Effective Dec. 1974, 1¢ per hour per 0.5 (0.4) change in the Consumer Price Index, commencing with the average of the Indexes for Sept., Oct., and Nov. 1974 as compared with the Aug. 1974 Index, to be adjusted quarterly.

Shift Premiums: 0 - 20¢ - 20¢ (0 - 15¢ - 15¢).

Paid Holidays: Two days are added during the Christmas period in 1974 and 1975 for a total of 13(11) in each year and a total of 11 in 1976.

Paid Vacations: 3 weeks (new) after 10 years and 4 weeks (new) after 20 years.

Welfare: Weekly Indemnity Plan - Benefits increase to 60% (55%) of weekly earnings, payable on a 1-8-39 (26) basis.

Dental Plan - Effective Dec. 15, 1975, employer pays 100% of the premiums for a new dental plan, to cover basic services, complete and partial dentures and orthodontic treatment for children under 19. The plan will pay 100%, 85% or 50% of charge, depending on type of service, up to a maximum of \$750 per individual for all services with the exception of orthodontics, for which the maximum benefit payable is \$500 per individual per lifetime.

Pension Plan: \$5.00 (\$4.00) per month per year of service. Effective in 1976, \$5.50 per month per year of service.

WOOD

Livingston Industries Limited at Tillsonburg and Hagersville - Local 2-167, Woodworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from Nov. 1, 1974 to Oct. 31, 1976, covering 510 employees at Tillsonburg and 225 at Hagersville, settled at the post-conciliation bargaining stage. (Previous agreements expired Oct. 31, 1974).

Wages:	Effective	<u>Nov. 1/74</u>	<u>Nov. 1/75</u>
General Increases		50¢	17¢
Additional Adjustments	Some increases due to reclassifications; 55¢ for Electrician at Hagersville and 50¢ at Tillsonburg; 25¢ for Auto Mechanic at Hagersville and 20¢ at Tillsonburg		

Nov. 1/74

Nov. 1/75

Group 3 (includes Floor Worker)	\$3.91 (\$3.29)	\$4.08
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Electrician	\$4.86 (\$3.81 at Hagersville \$3.86 at Tillsonburg)	\$5.03
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Cost-of-Living Allowance: Effective Sept. 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) as compared with the June 1975 Index, to be adjusted quarterly.

Paid Holidays: One additional floating day is added for a total of 11(10).

Paid Vacations: Effective in 1976, 3 weeks after 5 (8) years, 4 weeks after 15 (17) years and 5 weeks (new) after 25 years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$100(\$60) per week, payable, as previously, on a 1-3-26 basis.

FURNITURE AND FIXTURE

Emanuel Products Limited at Toronto - Local 2-700, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	Oct. 23/74	Oct. 22/75	Apr. 23/76
General Increases		60¢	35¢	5¢
Additional Adjustments	5¢ - 15¢ for some classifications			
Job Group 12 (includes General Duty)	\$3.45 - \$3.60 (\$2.85 - \$3.00)	\$3.80 - \$3.95	\$3.85 - \$4.00	
Job Group 1 (includes Touch-up and Repair)	\$4.05 - \$4.20 (\$3.45 - \$3.60)	\$4.40 - \$4.55	\$4.45 - \$4.60	

Probationary period is 45 calendar days. Maximum rate for General Duty reached after 1 three-month increment, and for Touch-Up and Repair after 3 three-month increments of 5¢ each.

Cost-of-Living Allowance: Effective Apr. 1, 1975, a new cost-of-living provision of 1¢ per hour for each 0.6 rise in the Consumer Price Index (1961=100) above the Dec. 1975 Index, up to a maximum of 15¢ over the term of the contract, to be adjusted quarterly.

Paid Holidays: Full (half) day before Christmas granted for total of 10½ (10).

Paid Vacations: Effective Jan. 1, 1975, 3 weeks after 6 (7) years and 4 weeks after 16 (17) years. Effective Jan. 1, 1976, 3 weeks after 5 years and 4 weeks after 15 years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$80 (\$65) per week payable, as previously, on a 1-7-13 basis.

Drug Plan - Employer pays 100% of premiums for a new prescription drug plan with deductibles of \$20 for married employees and \$10 for single employees, with 80% of remaining expenses paid.

PAPER AND ALLIED

Continental Can Company of Canada Limited at Mount Dennis - Local 466, Printing Pressmen (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 1, 1974 to Oct. 31, 1976, covering 330 employees, settled at the bargaining stage. (Previous agreement expired Oct. 31, 1974).

Wages:	Effective	<u>Nov. 1/74</u>	<u>Nov. 1/75</u>
	General Increases	85¢	65¢
	Additional Adjustments	10¢-50¢ inequity adjustments	
	Material Handler	\$4.09-\$4.18 (\$3.24-\$3.33)	\$4.74-\$4.83
	Electrician A	\$5.85 (\$4.50)	\$6.50
	Probationary period is 2 months. Maximum rates reached on merit.		
Shift Premiums:	0 - 35¢ - 40¢ (0 - 31¢ - 31¢).		
Paid Holidays:	Half day before Christmas Day is added for a total of 9½(9). Effective Nov. 1, 1975, half day before New Year's Day is added for a total of 10.		
Paid Vacations:	3 weeks after 7(8) years, 4 weeks after 15(16) years and 5 weeks after 24(25) years. Effective Nov. 1, 1975, 3 weeks after 6 years.		

Welfare: Life Insurance - Benefits range from \$8,000 to \$10,000 (\$6,000 to \$8,000), based on wages.

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$110(\$100) per week, payable, as previously, on a 1-8-52 basis. Effective Nov. 1, 1975, benefits are payable up to a maximum of \$115 per week.

Major Medical Plan - Deductibles reduced to \$25(\$50) per single employee and \$50(\$100) per family.

Pension Plan: \$5.50(\$3.50) times years of service.

American Can of Canada Limited at Brampton - Local 466, Printing Pressmen (AFL-CIO/CLC); A 24-month renewal agreement effective from Nov. 1, 1974 to Oct. 31, 1976, covering 353 employees, settled at the bargaining stage. (Previous agreement expired Oct. 31, 1974).

Wages:	Effective	<u>Nov. 1/74</u>	<u>Nov. 1/75</u>
Increases		85¢ for employees earning over \$3.10 per hour; 70¢ for employees earning under \$3.10 per hour	60¢
Machine Operator		\$3.17 - \$3.37 (\$2.47 - \$2.67)	\$3.77 - \$3.97
Electrician		\$5.17 - \$6.10 (\$4.32 - \$5.25)	\$5.77 - \$6.70

Probationary period is 60 working days. Maximum rates reached on merit.

Shift Premiums: 15% of hourly rate up to a maximum of 35¢ (31¢) per hour for afternoon and night shift.

Paid Holidays: One day, date to be decided, is added for a total of 11(10).

Paid Vacations: 3 weeks after 6(8) years, 4 weeks after 16(18) years and 5 weeks after 24 (25) years.

Welfare: Life Insurance and A.D.&D. - \$6,000 (\$4,000). Effective Nov. 1, 1975, \$8,000.

Weekly Indemnity Plan - Benefits of 60% of weekly earnings with no maximum (previously maximum of \$80 per week), payable on a 1-4-26 basis (same).

Drug Plan - Effective Jan. 1, 1975, employer pays 50% of the premiums for a new drug plan, with deductibles of \$10 per individual and \$20 per family. Effective Jan. 1, 1976, employer pays 100%.

Pension Plan: Effective Nov. 1, 1975, \$6.50 (\$3.50) per month per year of service.

Employees with 30 years' service or more may retire at age 62 with no deduction in basic benefits (new).

PAPER AND ALLIED

Lily Cups Limited at Toronto - Local 466, Printing Pressmen (AFL-CIO/CLC):

A 12-month renewal agreement effective from Dec. 1, 1974 to Nov. 30, 1975, covering 425 employees, settled at the bargaining stage. (Previous agreement expired Nov. 30, 1974).

Wages:	Effective	<u>Dec. 1/74</u>
	Increases	45¢ - 78¢
	Additional Adjustments	5¢ for Electrician
	Packer	\$3.21 - \$3.48 (\$2.71 - \$2.98)
	Electrician "A"	\$5.96 (\$5.13)

Probationary period is 30 calendar days and may be extended an additional 30 days. Maximum rate for Packer reached after increases at 2 months, 5 months and 8 months.

Shift Premiums: 0 - 20¢ - 25¢ (0 - 17¢ - 22¢).

Lead Hand Premium: 25¢ (20¢) per hour.

Paid Vacations: 4 weeks after 15(17) years and 5 weeks (new) after 25 years.

Welfare: OHIP - Employer pays 100% (80%) of the premiums for OHIP.

Weekly Indemnity Plan - Benefits of 50% of weekly earnings with a minimum payment of \$65 per week and up to a maximum of \$110 per week (previously benefits ranged from \$55 to \$75 per week, depending on wage rates), payable on a 1-4-26 basis (same).

MACHINERY

Dorr-Oliver-Long Limited at Orillia - Local 4697, Steelworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 400 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>July 1/75</u>	<u>Jan. 1/76</u>
	Increases	44¢ - 80¢	15¢	16¢ - 55¢
	Group 1 (includes Labourer)	\$3.42-\$3.54 (\$2.98-\$3.10)	\$3.57-\$3.69	\$3.73-\$3.85
	Group 12 (includes Electrician 1)	\$4.99-\$5.15 (\$4.19-\$4.35)	\$5.14-\$5.30	\$5.69-\$5.85

Probationary period is 45 working days. Maximum rate for Group 1 reached after completion of probationary period and for Group 12 after two 5-month and two 4-month increases.

Cost-of-Living Allowance: Effective Jan. 1976, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) above the Dec. 1975 Index, to be adjusted quarterly. First adjustment in Apr. 1976.

Shift Premiums: 0 - 17¢ - 17¢ (0 - 15¢ - 15¢).

Special Premium: 15¢ per hour (new) for foundry employees.

Paid Holidays: Effective Jan. 1, 1976, one floating day is added for a total of 11(10).

Paid Vacations: 3 weeks after 7(9) years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$80(\$70) per week, payable, as previously, on a 1-4-26 basis. Effective Jan. 1, 1976, benefits increase to \$90 per week.

Extended Health Care Plan - Effective Jan. 1, 1975, deductibles reduced to \$30(\$50) per individual and \$60(\$100) per family. Effective Jan. 1, 1976, deductibles reduced to \$10 per individual and \$20 per family.

Outboard Marine Corporation of Canada Ltd. at Peterborough - Local 5068, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement, effective from Jan. 1, 1975 to Dec. 31, 1977, covering 251 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Dec. 29/74</u>	<u>Jan. 4/76</u>	<u>Jan. 2/77</u>
General Increases	\$23.73-\$54.37 per week	6½% non-compounded	7% non-compounded	
Job Group I (Includes File Clerk)	\$122.15-\$134.45 (\$97.77-\$110.07)	\$128.51-\$141.60	\$135.35-\$148.67	
Design Draftsman I	\$254.52-\$279.45 (\$230.15-\$255.08)	\$269.48-\$296.03	\$285.59-\$313.89	
Probationary period is 3 months. Maximum rates reached on merit. Job Group I may progress through 2 six-month increments.				
<u>Cost-of-Living Allowance:</u>	Effective Dec. 1974, a new cost-of-living provision of 1¢ per hour per 0.45 change in the Consumer Price Index (1961=100) based on the Sept. 1974 Index, to be adjusted quarterly.			
Shift Premiums:	Effective in 1975, 0¢-18¢-22¢ (0¢-16¢-19¢). Effective in 1976, 0¢-19¢-23¢. Effective in 1977, 0¢-20¢-24¢.			
Overtime Pay:	Double time on statutory holidays. (Previously time and one-half).			
Paid Holidays:	One day added during the Christmas period for a total of 12 (11).			
Paid Vacations:	Effective in 1975, 3 weeks after 6(7) years, 5 weeks after 19 (20) years and 6 weeks after 29(30) years. Effective in 1976, 5 weeks after 18 years and 6 weeks after 28 years. Effective in 1977, 3 weeks after 5 years, 4 weeks after 11 (12) years, 5 weeks after 17 years, and 6 weeks after 27 years.			
Welfare:	<u>Life Insurance and A.D. & D.</u> - \$8,000 (\$7,000).			
	<u>Major Medical Plan</u> - family deductibles for major medical plan reduced to \$25 (\$50) per person up to a maximum of \$50 (\$100) per family. Effective Oct. 1, 1976, deductibles reduced to \$10 per person up to a maximum of \$ 20 per family.			
Pension Plan:	Effective Jan 1, 1977, \$7.50 (\$7.00) per month per year of service.			
	Effective Jan. 1, 1975, all employees shall receive an accrued benefit equal to \$2.00 per month per year of service or fraction thereof prior to Jan. 1, 1975.			
	Effective Jan. 1, 1976, the employer will pay 100% of contribution to pension plan.			
	Effective Jan. 1, 1976, employees with 30 or more years of service may retire at age 61(62) with no reduction in benefits. Effective Jan. 1, 1977, employees may retire at age 60 with no reduction in benefits.			

TRANSPORTATION EQUIPMENT

Spar Aerospace Products Ltd. at Toronto - Locals 112 and 673, Auto Workers (CLC):

Two 34-month renewal agreements effective from Dec. 1, 1974 to Sept 30, 1977, covering 300 production and maintenance employees and 115 office and clerical employees, settled at the post-mediation stage. (Previous agreements expired Sept. 30, 1974).

Wages: Retroactive pay of 6% for all hours worked between Oct. 1, 1974 and Nov. 30, 1974.

Maintenance and Production Employees

<u>Effective</u>	<u>Dec. 1/74</u>	<u>Jan. 4/75</u>
General Increases	6% on basic rates	-----
Cost-of-living Fold-in	80¢ cost-of-living was folded into wage rates, leaving a float of 8¢	
Additional Adjustments	5¢ add-on for skilled tradesmen	Inequity adjustments of 15¢ for Group 6, 10¢ for Group 7 and 5¢ for Group 8
Group 1 (includes Labourer)	\$4.80-\$4.90 (\$3.77-\$3.87)	\$4.80-\$4.90
Group 8 (includes Electronic and Instrument Technician)	\$5.81-\$5.91 (\$4.72-\$4.82)	\$5.86-\$5.96
<u>Effective</u>	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
General Increases	3% non-compounded	3% non-compounded
Additional Adjustments	5¢ add-on for skilled tradesmen	5¢ add-on for skilled tradesmen
Group 1 (includes Labourer)	\$4.92-\$5.02	\$5.04-\$5.14
Group 8 (includes Electronic and Instrument Technician)	\$6.00-\$6.10	\$6.14-\$6.24

Maximum rates reached after probationary period of 60 working days.

Cost-of-living Allowance: Effective Mar. 1, 1975, 1¢ per hour per 0.40 (0.45) change in the Consumer Price Index (1961=100) above the base 172.2, to be adjusted quarterly. 2¢ per hour will be diverted from cost-of-living allowance on each of the first four adjustment dates for a new dental plan.

Shift Premiums: 0 - 20¢ - 26¢ (0 - 18¢ - 24¢).

Lead Hand Premium: 20¢ (10¢) per hour.

30¢ (20¢) per hour for Machine Setter Lead Man.

Clerical and Office Employees

Effective	<u>Nov. 30/74</u>	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
General Increases	6% on basic rates	3% non-compounded	3% non-compoundde
Cost-of-living Fold-in	\$30 per week cost-of-living was folded into wage rates, leaving a float of \$3.50 per week		
Group 2 (includes General Duty Clerk)	\$164.07-\$168.07 (\$126.25-\$130.25)	\$167.98-\$171.98	\$171.89-\$175.
Group 12 (includes Process Planner 1)	\$249.23-\$259.23 (\$206.25-\$216.25)	\$255.72-\$265.72	\$262.21-\$272.

Probationary period is 3 months. Maximum rates reached after two 3-month increases.

Cost-of-living Allowance: Effective Mar. 1, 1975, 50¢ per week per 0.50 (0.55) change in the Consumer Price Index (1961=100) above the base 172.2, to be adjusted quarterly. 75¢ per week will be diverted from cost-of-living allowance on each of the first 4 adjustment dates for a new dental plan.

The following changes apply to both agreements:

Paid Vacations: 3 weeks after 7(8) years, 4 weeks after 15(16) years and 4½ weeks (new) after 20 years.

Welfare: Life Insurance - Benefits range from \$8,500 to \$13,000 (\$6,500 to \$11,000), based on wages.

Weekly Indemnity Plan - Benefits range from \$115 to \$160 (\$95 to \$120) based on wages, payable, as previously, on a 1-8-52 basis for office employees and on a 1-6-52 basis for maintenance and production employees.

OHIP - Employer pays 100% (same) of the premiums for OHIP, and 100% (50%) of any future increases in premiums.

Employer will pay 100% of the premiums for OHIP for husband of female employee if included as a dependent (previously paid premiums only if husband was a dependent due to disability).

Drug Plan - Employer pays 100% (same) of the premiums, and 100% (50%) of any future increases in premiums.

Dental Plan - Effective Mar. 1, 1975, 2¢ per hour for maintenance and production employees and 75¢ per week for office employees will be diverted from cost-of-living allowance on each of the first 4 adjustment dates, for a new dental plan - Blue Cross No. 10 or equivalent, based on the 1974 Ontario Dental Plan Assn. Schedule of fees and to become effective Jan. 1, 1976. Employer will pay any additional costs of premiums.

Pension Plan: Effective Dec. 1, 1975, \$8.00 (\$6.25) per month per year of service. This increase also applies to present retirees.

Per Diem Allowance: \$20 (\$16) per day for out of town assignments after 30 days.

Travel Accident Allowance: \$50,000 (new) life insurance coverage while travelling on company business.

Kodak Canada Ltd. at Mount Dennis and Brampton - Local 159, International Chemical Workers' Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 11, 1974 to Nov. 6, 1976, covering 1,250 employees, settled after a work stoppage.

Wages:	Effective	Nov. 11/74	Nov. 10/75
	General Increases	60¢-\$1.02	42¢-62¢
	Building Serviceman	\$4.81 (\$4.18)	\$5.24
	Electrical Mechanical Technician	\$7.79 (\$6.77)	\$8.41

Cost of Living Allowance(new): 1¢ per hour for each 0.5 change in the Consumer Price Index, payable Jan. 1, 1976 and quarterly thereafter, with a cap of 36¢ per hour over the life of the agreement.

Shift Premiums: 0¢-25¢-30¢(0¢-20¢-25¢).

Overtime Pay: Double time for all hours worked in excess of 11 hours in any one continuous work period (time and one-half after 8).

Paid Holidays: Four new floating holidays over the life of the agreement, Dec. 27, 1974, June 30, 1975, Jan. 2, 1976 and July 2, 1976.

Health and Welfare: Hospital-Medical - Employer's share of cost of O.H.I.P. and Blue Cross to be 75%(55%) in the first year of the agreement and 85% in the second year.

Long Term Disability - Payment increased to 50%(40%) of annual wages.

Sick Leave - Staggered waiting period for payments, based upon the number of instances in employment year. (Previously no waiting period.)

Technological Change(new): The company will endeavour to make any changes in such a way that there will be the least possible hardship to employees and that no employee will be laid off without consideration of ability and seniority.

Meal Allowance: \$2.50(\$1.50).

MISCELLANEOUS MANUFACTURING

Johnson Matthey and Mallory Limited at Toronto-Local 24739, Precious Metal Workers Union (CLC): A 24-month renewal agreement effective from Nov. 26, 1974 to Nov. 25, 1976, covering 228 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Nov. 25, 1974).

Wages:	Effective	<u>Nov. 26/74</u>	<u>Nov. 26/75</u>
	General Increases	12% on group rates, plus 16¢	11% on group rates
	Group 5 (includes Assembler)	\$3.755 (\$3.210)	\$4.170
	Group 1A (Maintenance Electrician)	\$5.49 (\$4.76)	\$6.095
Cost-of-Living Allowance:	Effective Jan. 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) above the Oct. 1974 Index, to be adjusted quarterly up to a maximum of 15¢ per year.		
Shift Premiums:	0 - 20¢ - 25¢ (0 - 17¢ - 22¢). Effective Nov. 26, 1975, 0 - 22¢ - 27¢.		

Overtime Pay: Double time after 4 hours on Saturday (previously time and one-half for all hours worked on Saturday).

Paid Holidays: Boxing Day is added for a total of 11 (10).

Paid Vacations: Effective in 1975, 3 weeks after 6 (7) years and 4 weeks after 15 (17) years.

Welfare: Life Insurance for Retirees - Effective 1975, \$1,500 (\$1,000) for retirees with 20 years' service or more.

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$120 (\$90) per week, payable, as previously, on a 1 - 5 - 26 basis.

Dental Plan - Effective Jan. 1, 1975, employer pays 50% of the premiums for a new basic dental plan.

OHIP and Extended Health Care Plan - Employer will now pay family premiums for employees who are not the principal support of the family.

Pension Plan: Details to be decided.

TRANSPORTATION

Consumers Distributing at Toronto - Local 1267, Labourers (AFL-CIO/CLC): A 29-month first agreement effective from Oct. 1, 1974 to Feb. 28, 1977, covering 225 employees, settled at the bargaining stage.

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
	General Increases	50¢	50¢	25¢
	General Labourer	\$3.50-\$3.85 (\$3.00-\$3.35)	\$4.00-\$4.35	\$4.25-\$4.60
	Mechanic	\$5.00-\$5.50 (\$4.50-\$5.00)	\$5.50-\$6.00	\$5.75-\$6.25
		Probationary period is 3 months. Maximum rates reached after one 3-month and one 6-month increase.		

Shift Premiums: 0¢ - 10¢ - 20¢ (0¢ - 10¢ - 10¢).

Welfare: Life Insurance and A.D. & D., Weekly Indemnity, Major Medical Plans - Employer pays 7¢ per hour (new) for these plans, details of which have not been decided. Effective Oct. 1, 1975, employer pays 8¢ per hour.

OHIP - Employer pays 70% (50%) of premiums for OHIP. Effective Oct. 1, 1975, employer pays 85% and effective Oct. 1, 1976, 100%.

General Aviation Services Ltd. at Toronto - Local 2413, Machinists (AFL-CIO/CLC): A 15-month renewal agreement effective from Oct. 1, 1974 to Dec. 31, 1975, covering 240 employees, settled at the bargaining stage. (Previous agreement expired Sept. 28, 1974).

Wages:	Effective	<u>Oct. 1/74</u>	<u>Apr. 1/74</u>
General Increases	14% on base rates, for present employees	20% non-compounded on original base rates, for present employees	
Passenger Agent	\$3.15-\$5.51 (\$2.97-\$4.80)	\$3.15-\$5.81	
Aircraft Mechanic	\$5.20-\$6.44 (\$4.91-\$5.64)	\$5.20-\$6.77	

Probationary period is 65(60) working days. Maximum rate for Passenger Agent is reached after two 3-month and six 6-month increases, and for Aircraft Mechanic after two 6-month and two 12-month increases.

Shift Premiums: 0 - 25¢ - 32¢ (0 - 23¢ - 30¢).

Overtime Pay: Double time after 2(4) hours of overtime worked in conjunction with regular shift.

Paid Vacations: 4 weeks after 10(15) years.

Welfare: Dental Plan - Effective Jan. 1, 1975, employer pays approximately 60% of the premiums for a new basic dental plan, which pays 80% of the cost of services.

RETAIL TRADE

Dominion Stores Limited at Sarnia - Local 14097, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Aug. 7, 1974 to Aug. 6, 1976, covering 200 employees, settled at the bargaining stage. (Previous agreement expired Aug. 6, 1974).

Wages:	Effective	<u>Aug. 7/74</u>	<u>Aug. 7/75</u>
Increases	\$31 per week for Produce Manager; \$39 per week for Journeyman Baker and Shift Lead Hand; \$29 per week for other present full-time employees	\$17 per week for present full-time employees	

Effective	<u>Aug. 7/74</u>	<u>Aug. 7/75</u>
	73¢ per hour for present part-time employees	42¢ per hour for present part-time employees
Clerk A	\$128.50-\$189.00 (\$ 91.00-\$160.00)	\$137.00-\$206.00
Meat Cutter	\$211.00-\$239.00 (\$182.00-\$210.00)	\$278.00-\$256.00

Probationary period is 30 days worked. Maximum rate for Clerk A reached after 10 three-month increases and for Meat Cutter after 4 three-month increases.

Cost-of-Living Allowance: Effective Aug. 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) after an increase of 8 points above the July 1974 Index, to be adjusted quarterly, up to a maximum of 25¢ per hour over the term of the agreement.

Hours of Work: Effective Nov. 25, 1974, weekly hours are reduced to 39(40).

Shift Premiums: 45¢(35¢) per hour for shifts scheduled to start after 6 p.m. and end not later than 6 a.m.

Special Premium: 35¢(20¢) per hour for employee in charge on night shift.

Paid Vacations: 4 weeks after 10(11) years and 5 weeks after 20(23) years.

Bereavement Leave: Brother-in-law and sister-in-law included in 1 day's paid leave.

Welfare: Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings with no maximum (previously up to a maximum of \$115 per week payable, as previously, for a maximum of 15 weeks).

OHIP - Employer will continue pay premiums for retirees with 20 years of service or more.

Steinberg's Ltd. at Ottawa and other centres - Local 486, Retail Clerks International Union (AFL-CIO/CLC): A 22-month renewal agreement effective from Dec. 1, 1974 to Oct. 1, 1976, covering 1,000 employees, settled at the mediation stage.

Wages:	Effective	<u>Dec. 1/74</u>	<u>Nov. 1/75</u>
	Weekly Increases	\$29	\$17

Effective	<u>Aug. 7/74</u>	<u>Aug. 7/75</u>
Adjustment for Meat Cutter and Asst.	\$4/week	
Manager		
Service Clerk (part-time worker 12 months)	\$150.00-\$193.50 (\$121.00-\$164.50)	\$167.00-\$210.50
Asst. Meat Manager	\$249.50 (\$216.50)	\$266.50
Meat Manager	\$271.00 *(\$242.00)	\$288.00 *

* plus premium.

Hours of Work: Effective Dec. 1, 1974, 39(40) hours per week.

Wage Adjustment: Effective in the second year of the agreement, if the Consumer Price Index for June 1975 exceeds that of June 1974 by 5%, full-time employees will receive \$42 in each quarter with the first payment in September 1975. Part-time workers will receive 8¢ for each hour worked.

Night Shift Premium:
50¢(35¢) per hour.

Night Keyman Premium:
\$20(\$10) per week.

Paid Vacation: 4 weeks after 10(11) years' service and 5 weeks after 20(23) years.

Health and Welfare:
Weekly Indemnity - 75%(70%) of regular wage.

Long Term Disability - 65%(60%) of regular wage.

Dental Plan - Employer contributes 7¢(5¢) per hour worked.

Bereavement Leave:
Definition of "immediate family" extended to include grandchildren for up to 3 days' paid leave.

Out-of-town Living Allowance:
\$75(\$40) per week.

Meal Allowance: \$2.25(\$2) supper money.

Transportation Allowance:
14¢(11¢) per mile.

EDUCATION AND RELATED SERVICES

The Lakehead Board of Education at Thunder Bay - Local 268, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 280 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>
	Increases	\$ 69.33 - \$143.80 per month
	Cafeteria Assistant	\$432.53 - \$468.53 (\$363.20 - \$399.20)
	Head Custodian, A Schools	\$859.00 - \$889.00 (\$744.00 - \$774.00)
	Probationary period is 3 months. Maximum rates reached after three 6-month increases.	
Cost-of-Living Allowance:	Effective March 1975, new cost of living provision of 0.5¢ per hour per 0.5 change in the Consumer Price Index (1961=100) as compared with the Dec. 1974 Index, to be adjusted quarterly and folded into the wage rates.	
Lead Hand Premium:	\$15.00 per month (new) for Custodian 1 Lead Hand.	
Allowance for 3rd and 4th Class Certificates:	\$10.50 per month (new) for Head Custodian, Elementary Schools possessing 4th class papers and \$10.50 (\$5.00) for possessing 3rd class papers.	
Shift Premiums:	0 - \$1.25 - \$1.50 (0 - 12¢ - 17¢) for Churchill High School, and 0 - 12¢ - 17¢, as previously, for other schools.	
Paid Vacations:	3 weeks after 4(5) years, 4 weeks after 13(15) years, 5 weeks after 20(25) years, 5 weeks and 1 day (new) after 25 years and one additional day per year thereafter (new) up to 6 weeks (new) after 30 years.	
Bereavement Leave:	Mother-in-law and father-in-law included in up to 3 days' paid leave.	
Clothing Allowance:	Employer pays \$40 per year (new) towards the cost of uniform for Custodian 1.	
	Employer will provide 3 shirts and 2 pair of trousers per year (previously provided 3 shirts and 2 pair of trousers in the first year, and 2 shirts and 1 pair of trousers per year thereafter).	
Mileage Allowance:	20¢ per mile for the first 2,000 miles and 18¢ per mile for 2,000 to 7,000 miles for maintenance employees required to use their own cars (previously 16¢ per mile).	

Sault Ste. Marie Board of Education - Local 216, Canadian Union of Public Employees (CLC) (caretakers, maintenance and store employees):
A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>July 1/75</u>
	General Increases	45¢	35¢
	Cleaner	\$3.81 (\$3.36)	\$4.16
	Caretaker	\$4.31 (\$3.86)	\$4.66
Cost-of-Living Allowance:	Effective in 1976, new cost-of-living lump sum payment of 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100) for any period in 1975 during which the Index rises 10% above the Jan. 1975 Index.		
Welfare:	<u>Life Insurance, Major Medical Plan (includes Drugs) and OHIP</u> - Employer pays 100% (70%) of the premiums for these plans.		
	<u>Dental Plan</u> - Effective July 1, 1975, employer pays 100% of the premiums for a new basic dental plan - Blue Cross No. 7.		

The Simcoe County Board of Education - Civil Service Association of Ontario (Inc.) (office, clerical and technical employees): A 15-month first agreement effective from Oct. 1, 1974 to Dec. 31, 1975, covering 287 employees, settled at the bargaining stage.

Wages:	Settlement pay of \$12.50 per week for each week worked from Jan. 1, 1974 to Sept. 28, 1974, for employees on payroll as of Oct. 1, 1974.		
	Effective	<u>Oct. 1/74</u>	<u>Jan. 1/75</u>
	Increases	20¢-57¢	10%
	Stenographer I	\$3.02-\$3.63 (\$2.55-\$3.16)	\$3.32-\$3.99
	School Library Technician	\$3.52-\$4.35 (\$3.02-\$3.85)	\$3.87-\$4.78
	Buyer	\$4.40-\$5.77 (\$3.90-\$5.27)	\$4.84-\$6.35

Probationary period is 3 months.
Maximum rates reached on merit.

Overtime Pay: Time and one-half (new) after 35 hours.

Paid Vacations: 4 weeks after 14(15) years.

HEALTH AND WELFARE SERVICES

St. Vincent Hospital at Ottawa - Local 796, Operating Engineers (service and maintenance and nursing assistants) (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 325 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	Jan. 1/75
General Increases		\$70-\$85 per month
Cleaner		\$650-\$700 (\$580-\$620)
Electrician		\$1,102 (\$1,032)
Registered Nursing Assistant		\$725-\$775 (\$650-\$690)

Probationary period is 90 calendar days. Maximum rates reached after 2 annual increases.

Sault Ste. Marie General Hospital - Local 268, Service Employees (AFL-CIO/CLC): In Aug. 1973, a 24-month renewal agreement was ratified effective from Jan. 1, 1973 to Dec. 31, 1974, covering 235 employees. This agreement provided for increases on Apr. 1 and July 1, 1974 as follows:

Effective	Apr. 1/74	July 1/74
Increases	\$20 per month for all employees, except Maintenance Tradesmen who receive \$26	-----
Additional Adjustments	\$5 for R.N.A.s	\$5 for R.N.A.s
Maid	\$435-\$465 (\$415-\$445)	\$435-\$465
Porter	\$540-\$570 (\$520-\$550)	\$540-\$570

<u>Effective</u>	<u>Apr. 1/74</u>	<u>July 1/74</u>
Registered Nursing Assistant	\$565-\$595 (\$540-\$570)	\$570-\$600
Orderly	\$590-\$620 (\$570-\$600)	\$590-\$620
Maintenance "A"	\$810 (\$784)	\$810

This agreement was terminated and the parties signed a 20½-month renewal agreement in July 1974, effective from July 17, 1974 to Mar. 31, 1976. As a result, wages have been amended as of Apr. 1, 1974 and additional increases are as follows:

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 31/74</u>	<u>Jan. 5/75</u>
	Increases	\$88 - \$98 per month	\$59 per month
	Additional Adjustments	\$5 for R.N.A.s	\$5 for R.N.A.s
	Maid	\$513-\$543 (\$415-\$445)	\$572-\$602
	Porter	\$608-\$638 (\$520-\$550)	\$667-\$697
	Registered Nursing Assistant	\$643-\$673 (\$540-\$570)	\$707-\$737
	Orderly	\$658-\$688 (\$570-\$600)	\$717-\$747
	Maintenance 'A'	\$872 (\$784)	\$931
	<u>Effective</u>	<u>Aug. 8/75</u>	<u>Nov. 28/75</u>
	General Increases	\$88 per month	\$35 per month
	Additional Adjustments	\$5 for R.N.A.s	\$5 for R.N.A.s
	Maid	\$660-\$690	\$695-\$725
	Porter	\$755-\$785	\$790-\$820
	Registered Nursing Assistant	\$800-\$830	\$840-\$870

<u>Effective</u>	<u>Apr. 8/75</u>	<u>Nov. 28/75</u>
Orderly	\$805-\$835	\$840-\$870
Maintenance 'A'	\$1019	\$1054

Probationary period is 90 days. Maximum rates reached after 2 annual increases.

Scarborough Centenary Hospital Association at Toronto - Ontario Nurses' Association (Ind.): An 11-month first agreement effective from July 31, 1974 to June 30, 1975, covering 392 employees, settled at the bargaining stage.

Wages:	<u>Effective</u>	<u>July 26/74</u>	<u>Jan. 1/75</u>	<u>Apr. 1/75</u>
	General Increases	\$111 - \$148	\$65-\$95	\$30
	Non-Registered Nurse	\$799	\$860	\$888
	Registered Nurse	\$850 - \$1,020 (\$739 - \$872)	\$915 - \$1,115 (\$739 - \$872)	\$945 - \$1,145 (\$739 - \$872)

Probationary period is 60 working days. Maximum rates reached after 6 annual increases of \$28. Previous experience may apply to rate of progression.

Shift Premium: \$ 1.40 (\$ 1.00) per shift.

Standby Premium: \$ 8.00 (\$ 5.00)

Paid Holidays: 1 floating day added in place of Remembrance day for a total of 10.

Toronto East General and Orthopaedic Hospital Inc. at Toronto - Ontario Nurses' Association (Ind.): An 11-month first agreement effective from Nov. 29, 1974 to Nov. 29, 1975, covering 337 employees, settled at the bargaining stage.

Wages:	<u>Effective</u>	<u>July 1/74</u>	<u>Jan. 1/75</u>	<u>Apr. 1/75</u>
	General Increases	\$133-\$163	\$65-\$95	\$30
	Non-Registered Nurse	\$785 (\$652)	\$850	\$880
	Registered Nurse	\$850-\$1,020 (\$717-\$857)	\$915-\$1,115	\$945-\$1,145

Shift Premium: \$1.40 (\$1.00) per shift.

Standby Premium: \$6.00 (\$5.00).

Note: Provisions in brackets refer to changes made from previous personnel policy as a result of this first agreement.

Toronto Western Hospital at Toronto - Local 1744, Canadian Union of Public Employees (CLC) (non-medical employees): A 12-month renewal agreement effective from Dec. 16, 1974 to Dec. 31, 1975, covering 500 employees, settled at the bargaining stage.

Wages:	Effective	Dec. 9/74	Dec. 30/74	June 30/75	Sept. 1/75
	General Increases	42¢	34¢	30¢	20¢
	Porter (start)	\$3.47 (\$3.05)	\$3.81	\$4.11	\$4.31
	Electrician (start)	\$5.13 (\$4.71)	\$5.47	\$5.77	\$5.97

Paid Vacation: Effective Jan. 1, 1975, Registered Nursing Assistants only will be granted 3 weeks' vacation after 3 years of continuous service. All others unchanged at 3 weeks after 5 years of service.

Health and Welfare: Life Insurance - Effective July 1, 1975, 100%(90%) employer paid.

Hospital-Medical - Effective July 1, 1975, 100%(90%) employer paid.

Lead Hand Premium: 12¢ per hour (\$20 per month) when an employee is required to act as a lead hand.

Cabinet Maker Premium: 12¢ per hour (\$15 per month) when a carpenter is required to work as a cabinet maker.

Victoria Hospital at London - Office Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 300 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/75</u>	<u>Jul 1/75</u>
General Increases		\$55.25 per month	\$48.75 per month
Level 2 (includes Junior Clerk)		\$527.25 - \$602.25 (\$472.00 - \$547.00)	\$576.00 - \$651.00
Level 4½ (Medical Secretary)		\$645.25 - \$741.25 (\$590.00 - \$686.00)	\$694.00 - \$790.00
Level 7 (includes Accountant)		\$778.25 - \$926.25 (\$723.00 - \$871.00)	\$827.00 - \$975.00
	<u>Effective</u>	<u>Sept. 1/75</u>	
General Increases		\$32.50 per month	
Level 2 (includes Junior Clerk)		\$608.50 - \$683.50	
Level 4½ (Medical Secretary)		\$726.50 - \$822.50	
Level 7 (includes Accountant)		\$859.50 - \$1,007.50	

Probationary period is 3 months. Maximum rates reached after 5 annual increases for Levels 2 and 4½, and after 6 annual increases for Level 7.

Shift Premiums: \$1.20 (\$1.00) per shift.

Paid Holidays: Third Monday in February is added for a total of 11(10).

Welfare: OHIP - Employer pays 100% (80%) of the premiums for OHIP.

Extended Health Care Plan - Effective Jan. 1, 1976, employer pays 66 2/3% of the premiums for a new extended health care plan with deductibles of \$10 per individual and \$20 per family.

Welland County General Hospital - Local 204, Service Employees (AFL-CIO/CLC):
In June 1973, a 24-month renewal agreement was ratified effective from Jan. 1, 1973 to Dec. 31, 1974, covering 300 employees. This agreement provided for increases on June 10, 1974 as follows:

Wages:	Effective	<u>June 10/74</u>
	Increases	\$20 for all employees except Special Orderlies who receive \$21 and maintenance employees who receive \$30
	Additional Adjustments	\$5-\$18 for some classifications
	Housekeeping Help	\$442-\$467 (\$422-\$447)
	Porter	\$554-\$579 (\$534-\$559)
	Registered Nursing Assistant	\$590-\$615 (\$565-\$590)
	Electrician	\$795-\$820 (\$765-\$790)

This agreement was terminated and the parties signed a 20-month renewal agreement in Oct. 1974 effective from Aug. 9, 1974 to Mar. 31, 1976. As a result wages are now as follows:

Effective	<u>Apr. 1/74</u>	<u>June 10/74</u>
General Increases	\$98 per month, reduced by June 10 increase	-----
Additional Adjustments	-----	\$5-\$18 for some classifications
Housekeeping Help	\$520-\$545	\$520-\$545
Porter	\$632-\$657	\$632-\$657
Registered Nursing Assistant	\$663-\$688	\$673-\$698
Electrician	\$863-\$888	\$863-\$888
Effective	<u>Sept. 3/74</u>	<u>Jan. 6/75</u>
General Increases	-----	\$59 per month
Additional Adjustments	\$5 for O.R. Technician	

<u>Effective</u>	<u>Sept. 3/74</u>	<u>Jan. 6/75</u>
Housekeeping Help	\$520-\$545	\$579-\$604
Porter	\$632-\$657	\$691-\$716
Registered Nursing Assistant	\$673-\$698	\$732-\$757
Electrician	\$863-\$888	\$922-\$947
<u>Effective</u>	<u>Aug. 4/75</u>	<u>Dec. 8/75</u>
General Increases	\$88 per month	\$35 per month
Housekeeping Help	\$667-\$692	\$702-\$727
Porter	\$779-\$804	\$814-\$839
Registered Nursing Assistant	\$820-\$845	\$855-\$880
Electrician	\$1,010-\$1,035	\$1,045-\$1,070

Probationary period is 2 months. Maximum rates reached after one 12-month increase.

PERSONAL SERVICES

Intercity Food Services Inc. at Toronto, Bramalea, Hamilton, Windsor, St. Catharines, Dundas and Cambridge - Local 175, Foodworkers (AFL-CIO/CLC): Four 24-month renewal agreements effective from June 1, 1974 to May 31, 1976, covering 182 full-time employees and 88 part-time employees, settled at the post-conciliation bargaining stage. (Previous agreements expired May 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>June 1/74</u>	<u>June 1/75</u>
General Increases		30¢	25¢
Waitress		\$2.15 - \$2.70 (\$1.85 - \$2.40)	\$2.40 - \$2.95
Kitchen Staff		\$2.15 - \$2.80 (\$1.85 - \$2.50)	\$2.40 - \$3.05

Probationary period is 30 days worked (same) for chef and 22(45) days worked for all other employees. Maximum rates reached after two 6-month increases.

Supervision Premium: 25¢ per hour (new) for employee acting in the position of supervisor.

Welfare: Weekly Indemnity Plan - Effective Mar. 1, 1975, employer pays 100% of the premiums for a new plan, which will provide benefits of 66-2/3% of weekly earnings, payable on a 1-8-13 basis.

Christmas Bonus: \$20 (new) for full-time employees and \$10 (new) for part-time employees

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC)
(correctional group): A 24-month renewal agreement effective from Oct. 1, 1974 to Oct. 3, 1976, covering 3,145 employees, settled at the arbitration stage.

Wages:	Effective	Oct. 1/74	June 2/75	Feb. 9/76
	General Increases	12%	8%	6%

Annual Rates

Correctional Officers

CX-1	\$8,426-\$11,705 (\$7,523-\$10,451)	\$9,100-\$12,641	\$9,646-\$13,399
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CX-8	\$13,608-\$14,393 (\$12,150-\$12,851)	\$14,697-\$15,544	\$15,579-\$16,477
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Staff Training Instructors

CX-STI-1	\$13,002-\$13,859 (\$11,609-\$12,374)	\$14,042-\$14,968	\$14,885-\$15,862
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CX-STI-4	\$14,821-\$15,962 (\$13,233-\$14,252)	\$16,007-\$17,239	\$16,967-\$18,274
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Hours of Work: Employees will continue to work an 8-hour day, but effective Oct. 1, 1975, the last half hour of the day will be paid at overtime rate or the employee may receive time off in lieu.

Other Provisions: Details were unavailable at time of publication.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(drafting and illustration group): A 24-month renewal
agreement effective from Sept. 23, 1974 to Sept. 22, 1976,
covering 2,005 employees, settled at the arbitration stage.

Wages:	Effective	<u>Sept. 23/74</u>	<u>Sept. 23/75</u>
General Increases			
DD-1 - DD-4		11½%	10½%
DD-5 - DD-9		11%	10½%
Annual Rates			
DD-1	\$6,938-\$8,632 (\$6,222-\$7,742)		\$7,666-\$9,538
DD-5	\$13,613-\$15,147 (\$12,264-\$13,646)		\$15,042-\$16,737
DD-9	\$17,759-\$19,772 (\$15,999-\$17,813)		\$19,624-\$21,848

Shift Premiums: 0-16½¢-23¢(0-12½¢-18½¢).

Paid Vacation: 5 weeks after 28(30) years' service.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(primary products inspection group): A 11-month renewal
agreement effective from Dec. 13, 1974 to Nov. 2, 1975,
with a wage increase retroactive to July 29, 1974. The
agreement covers 2,420 employees and was settled at the
mediation stage.

Wages:	Effective	<u>July 29/74</u>	<u>Apr. 1/75</u>
General Increases		15%	3%
Annual Rates			
PI-1	\$9,749-\$11,001 (\$8,477-\$9,566)		\$10,041-\$11,331
PI-3	\$11,713-\$13,233 (\$10,185-\$11,507)		\$12,064-\$13,630
PI-6	\$16,400-\$18,556 (\$14,261-\$16,136)		\$16,892-\$19,113

Settlement Bonus: \$470 lump sum payment to all employees on strength July 29, 1974. Pro-rated for employees hired after July 29, 1974.

Pay Increment Date:	For an employee appointed after Dec. 13, 1974, the pay increment date will be the first Monday after the anniversary date of his appointment (new).
Shift Premiums:	0-17½¢-23½¢(0-12½¢-18½¢).
Shift Scheduling:	Employer will make every effort not to schedule the commencement of a shift within 12(8) hours of the completion of the employee's previous shift.
Overtime:	<u>Meat Inspector</u> - Effective Dec. 9, 1974, overtime rate applies after 7½ hours worked (previously first half-hour was at straight time rate).
Call-back Pay:	Employee receives the greater of compensation at the applicable overtime rate for time worked or 4 hours' pay at the straight time rate (no change). The minimum of 4 hours' pay applies only to the first call-back in an 8-hour period of standby (new).
Standby Pay:	\$7(\$6) minimum per 8-hour period on a day of rest or paid holiday, \$3(\$2) on other days.
Travel Allowance:	When an employee is required to report for work on a day of rest or paid holiday and is required to use transportation services other than normal public transportation he will be reimbursed mileage allowance if he uses his own car or out-of-pocket expenses for other means of commercial transportation (previously to maximum of \$3 each way).
Work on Paid Holiday:	When an employee works on a holiday following a day of rest on which he also worked and received overtime he will be paid double time for all hours worked in addition to holiday pay (new).
Meal Allowance:	\$2.50(\$2) after 3 hours' overtime and \$2.50 (new) after each additional 3 hours.
Acting Pay:	After 5(10) consecutive working days.
Paid Vacation:	Effective Apr. 1, 1975, 5 weeks after 28(30) years' service.
Carry-over of Vacation:	Carry-over not to be greater than that which can be earned in one year. If due to granting of leave with or without pay, it is impossible to grant leave, credits will be carried over. An employee with less than 5 days vacation credits outstanding at end of fiscal year will have these carried over to the next year. (Previously, any unused vacation could be carried over.)
Advance of Vacation Pay (new):	Effective Feb. 1975 an employee will be paid in advance for vacation periods of 2 weeks or more, provided he submits a written request 6 weeks in advance.
Transportation for Females:	"Females" deleted from title. Clause now covers all employees.

PROVINCIAL ADMINISTRATION

Ontario Government - Civil Service Association of Ontario (Ind.) (operational services category): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 19,600 employees, settled at the bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/75</u>
	General Increases	21½%-23½%
	Manual Worker (OP-9)	\$4.39 (\$3.61)
	Mechanic 2 (OP-6)	\$6.35 (\$5.23)
	Printing Estimator (OP-2)	\$7.44 (\$6.12)

Salary Ranges: All salary ranges will be no more than 3 step ranges. Effective Jan. 1, 1975, employees in either the first or second step of the present five step range, will move to the third step of the range. Employees in the first step of the present four step range will move to the second step of the range. All employees moving up in the range will be eligible to receive their next merit increase on Jan. 1, 1976.

Custodial Responsibility Allowance: \$1,000 (\$750) per year.

Ontario Government (Ministry of Education and Ministry of Health) - Special Education Contract Teachers' Association and Ontario Hospital Schools Teachers' Association (Ind.): A 12-month agreement effective from Sept. 1, 1974 to Aug. 31, 1975, covering 560 employees, settled at the bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/74</u>
	Category 1 - 0-5 years' experience (0-6 years' experience)	\$6,300-\$9,200 (\$5,600-\$8,000)
	Category 4 - 0-10 years' experience (0-11 years' experience)	\$8,300-\$14,900 (\$7,300-\$13,200)
	Category 7 - 0-13 years' experience (0-14 years' experience)	\$10,000-\$19,000 (\$8,900-\$17,100)

Allowances: Effective Sept. 1, 1974 -

Provincial Schools Allowance - \$900(\$600). Effective Sept. 1, 1974, a retroactive lump sum payment of \$50.

Category 3 or 7 - \$150 per course to maximum \$750 for approved courses over and above those required.

Specialist Certificate - \$375(\$300) above level for one Specialist Certificate, if not already used to establish level. \$250 for the Intermediate Certificate for Teaching the Trainable Retarded, if not already used to establish level.

Responsibility Allowances

Principals - \$1,100(\$1,000) basic
- \$220(\$200) per teacher
- \$4,000(\$3,600) maximum

Vice-Principals - \$1,100(\$1,000) basic
- \$220(\$200) per teacher
- \$3,300(\$3,000) maximum

Supervisory Teachers - \$550(\$500) basic
- \$110(\$100) per teacher
- \$1,700(\$1,500) maximum

Resource Teachers - Up to \$550(\$500), depending on the nature and length of assignment.

Home Visiting and Liaison Teachers - \$600(\$400) basic. Part-time allowance pro-rated in relation to the time worked.

Teacher Education Specialists - \$2,750(\$2,500) full-time. Part-time allowance pro-rated in relation to the time worked.

Health and Welfare:
Group Life - Employer pays 100%(66 2/3%) of premium on 75% of salary benefit.

OHIP - Employer pays 90%(66 2/3%) of premiums.

Semi-Private Hospital Care (new) - Employer pays 100% of premium.

Extended Health Care (new) - Employer pays 100% of premium.

Sick Leave - Cumulative to 300(200) days.

Long Term Income Protection - Employer pays 75%(66 2/3%) of premium. Benefit is 66 2/3% of gross salary.

LOCAL ADMINISTRATION

Ottawa City - Local 162, International Association of Fire Fighters (AFL-CIO/CLC):

A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 500 employees, settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
	General Increase	15.64% over term of contract	
	Fire Fighter 3rd Class	\$10,576 (\$9,616)	\$11,120
	Fire Fighter 1st Class	\$13,220 (\$12,020)	\$13,900
	Platoon Chief	\$18,508 (\$16,828)	\$19,460

Differential: The percentage differential for Group 6, which includes Assistant Drill Master, Assistant Senior Fire Inspector, Captain, Maintenance Officer and Chief Dispatcher is increased to 20%(15%) over that of Group 4 - Fire Fighter First Class and Assistant Dispatcher.

Paid Vacation: Effective Jan. 1, 1974, 4 weeks after 15(18) years and 5 weeks after 24(29) years. Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Health and Welfare: Quebec Residents - Commencing Feb. 1975, the employer will provide a payment equal to that of OHIP premiums for employees residing in the Province of Québec.

Sick Leave - Every employee must provide a medical certificate or proof of illness form signed by a doctor after the third day of sick leave used in any one year and each period of illness thereafter in any calendar year (new).

In the event of an employee's death, accumulated sick leave to maximum of one-half year's salary will be made to his estate (previously ranged from maximum of 5 days in the second year of service to maximum of 120 days in the 25th year of service).

An employee with more than 5 years' service who voluntarily resigns will be paid a terminal allowance of 50% of accumulated sick leave to a maximum of one-half year's salary (previously ranged from maximum of 5 days in the sixth year of service to maximum of 100 days in the 25th year and over).

Pension Plan: The arbitration board has still to deal with the pension issue.

Cleaning Allowance(new): Effective Jan. 1, 1974, \$50 per annum for all employees not issued with work clothing.

Training Allowance: Effective Jan. 1, 1974, \$5 per day to maximum \$25 per week for employees attending the Ontario Fire Marshal's College.

Bereavement Leave: Brother-in-law and sister-in-law are added for up to 3 days' paid leave.

Windsor City Corporation (Fire Department) - Local 455, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 284 employees, settled at the arbitration stage. (Previous agreement expired Dec. 31, 1973).

Wages:	Effective	Jan. 1/74
General Increases		13.5%
4th Class Fire Fighter (Second 6 months)		\$9,552 (\$8,416)
1st Class Fire fighter		\$13,646 (\$12,023)
Captain		\$15,884 - \$16,376 (\$13,995 - \$14,428)

Probationary period is 6 months.

Dental Plan - Employer pays 100% of the premiums for a new basic dental plan.

ADDENDUM

This addendum consists of one settlement ratified in September, one in October and one in November 1974.

METAL FABRICATING

Otaco Limited at Orillia - Local 4657, Steelworkers (AFL-CIO/CLC): A 22-month renewal agreement effective from Sept. 5, 1974 to June 30, 1976, covering 400 employees, settled at the bargaining stage, and ratified in Sept. 1974. (Previous agreement was to expire Oct. 5, 1974).

Wages:	Effective	Sept. 5/74	Sept. 5/75
Increases		25¢ - \$1.10	20¢ - 55¢
Additional Adjustments		A new classification Schedule has been established; in-equity adjustments for some classifications	

	Sept. 5/74	Sept. 5/75
Material	\$3.60	\$4.00
Handlers	(\$2.75)	
Tool and Die Maker	\$4.85 (\$4.55)	\$5.30

Probationary period is 30 working days (previously 60 calendar days).

Cost-of-Living Allowance: Effective June 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) as compared with the Mar. 1975 Index, to be adjusted quarterly.

Shift Premiums: 0 - 15¢ - 17¢ (0 - 10¢ - 12¢).

Lead Hand Premium: 15¢ per hour (new).

Paid Holidays: Day before Christmas Day is added for a total of 10(9).

Paid Vacations: Effective June 30, 1976, 3 weeks after 8(10) years and 4 weeks after 18(20) years.

Bereavement Leave: Up to 3(1) days' paid leave granted to attend funeral upon death of brother or sister.

Welfare: Life Insurance and A.D.&D. - \$6,000 (\$3,000).

Weekly Indemnity Plan - Benefits of 66-2/3% of weekly earnings with a minimum payment of \$75 per week and up to a maximum of \$123 per week or UIC level, payable on a 1-4 (8)-13 basis.

Extended Health Care Plan - Effective Sept. 1975, employer pays 100% of the premiums for a new plan, with deductibles of \$5 per individual and \$10 per family.

TRANSPORTATION EQUIPMENT

Glendale Mobile Homes at Strathroy - Local 2374, Machinists (AFL-CIO/CLC): A 22-month renewal agreement effective from Nov. 1, 1974 to Aug. 31, 1976, covering 260 employees, settled during a strike and ratified in Nov. 1974. (Previous agreement expired Aug. 31, 1974).

Wages:	Effective	<u>Nov. 1/74</u>	<u>May 1/75</u>	<u>Jan. 1/76</u>
General Increases		60¢	40¢	50¢
Assembler		\$3.71 (\$3.11)	\$4.11	\$4.61
Welder		\$3.93 (\$3.33)	\$4.33	\$4.83

Cost-of-Living Allowance: Effective July 1975, new cost-of-living provision of 1¢ per hour per 0.8 change in the Consumer Price Index (1961=100) as compared with the April 1975 Index, to be adjusted quarterly, up to a maximum of 5¢ per quarter.

Shift Premiums: 0 - 16¢ - 20¢ (0 - 8¢ - 10¢).

Driver Premium: 9½¢ (9¢) per mile for drivers of Floats and Mobile Homes. Effective Sept. 1975, 10¢ per mile.

Paid Holidays: Remembrance Day is added for a total of 10(9).

Paid Vacations: Effective in 1975, 3 weeks after 8(9) years and 4 weeks (new) after 20 years. Effective in 1976, 3 weeks after 7 years.

Welfare: Life Insurance and A.D.&D. - \$4,500 for all employees (previously \$3,000 and \$4,000, depending on classification).
Weekly Indemnity Plan - Benefits increase to \$60 per week for all employees (previously \$42 and \$50, depending on classification), payable, as previously, on a 1-8-26 basis.

RETAIL TRADE

Sayvette Limited at Ajax, Barrie, Toronto and Windsor - Local 725, Food Workers (AFL-CIO/CLC): A 24-month first agreement effective from Oct. 1, 1974 to Sept. 30, 1976, covering 485 employees, settled at the conciliation officer stage and ratified in October 1974.

Wages:	Effective	Oct. 1/74	Oct. 1/75
Increases		30¢	20¢ for students; 25¢ for all other employees
Additional Adjustments		Establishment of new wage schedule	
General Labour	\$2.45 - \$3.10 (\$2.15 - \$2.80)		\$2.70 - \$3.35
Division Head	\$3.20 - \$4.40 (\$2.90 - \$4.10)		\$3.45 - \$4.65

Probationary period is 90 days worked. Maximum rates reached after 30 months.

Welfare: Life Insurance - Employer pays 100% (66-2/3%) of the premiums for life insurance.
Weekly Indemnity Plan - Effective Oct. 1, 1975, employer pays 75% of the premiums for a new plan to provide benefits of 66-2/3% of weekly earnings, payable on a 1-4-15 basis.
Drug Plan - Effective Oct. 1, 1975, employer pays 100% of the premiums for new drug plan with deductible of 50¢ per prescription.

CUMULATIVE INDEX

January to June 1974

Settlements Reported by Issue and Page

INDUSTRY AND COMPANY

MINING

Dome Mines Ltd., South Porcupine
 Kerr Addison Mines Limited,
 Virginiatown
 Marmaraton Mining Company, a
 Division of Bethlehem Chile
 Iron Mines Company, Marmora
 and Picton
 Noranda Mines Ltd. (Langmuir
 Property) and Pamour Porcupine
 Mines Ltd. (Aunor, Hallnor
 and Pamour Divisions), Pamour and
 other centres
 Pamour Porcupine Mines, Ltd. Schumacher
 Willroy Mines Limited (Macassa Division),
 Kirkland Lake

UNIONISSUEPAGE

Steelworkers (AFL-CIO/CLC)	April	1
Kerr Addison Employees' Association (Ind.)	April	1
Steelworkers (AFL-CIO/CLC)	May	4
Steelworkers (AFL-CIO/CLC)	May	1
Steelworkers (AFL-CIO/CLC)	May	1
Steelworkers (AFL-CIO/CLC)	May and June	2 34
Steelworkers (AFL-CIO/CLC)	May	3
Brewery Workers (AFL-CIO/CLC)	March	1
Distillery Workers (AFL-CIO-CLC)	Feb.	1

FOOD AND BEVERAGE

Carling O'Keefe Ltd. and Canadian
 Breweries Transport Ltd.,
 Etobicoke and Waterloo
 Corby Distilleries Limited, Corbyville

FOOD AND BEVERAGE (Cont'd)

Humpty Dumpty Foods Limited, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	June 1
Labatt's Ontario Breweries Limited, London	National Breweries Union (CLC)	April 40
Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport Ltd., Toronto	Brewery Workers (AFL-CIO/CLC)	Feb. 2
Rowntree Company Ltd., Toronto	Retail Wholesale Employees (AFL-CIO/CLC)	Mar. 1
Salada Foods Limited, Etobicoke	Bakery Workers (AFL-CIO/CLC)	May 5
Toronto Hebrew Master Bakers Assn.	Bakery Workers (AFL-CIO/CLC)	May 4
TOBACCO PRODUCTS		
Benson and Hedges (Canada) Limited, Brampton	Tobacco Workers (AFL-CIO/CLC)	Mar. 2
RUBBER		
The Goodyear Tire and Rubber Company of Canada, -Limited, Collingwood	Rubber Workers (AFL-CIO/CLC)	Jan. 1
LEATHER		
Savage Shoes (Plant No. 7), London	United Shoe Workers (AFL-CIO/CLC)	April 2
TEXTILE		
Artex Woollens Limited, Hespeler Canadian Vinyl Fabrics, Stauffer Chemical Co. of Canada Ltd., Toronto	Textile Workers Union (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)	Jan. 3 Mar. 3
DuPont of Canada Ltd., Kingston Glendale Spinning Mills Limited, Hamilton	Kingston Independent Nylon Workers (Ind.) Textile Workers Union (AFL-CIO/CLC)	April 3 Feb. 32
Globe Mills Limited, Meaford Harding Carpets Limited, Collingwood	Textile Workers' Union (AFL-CIO/CLC)	May 6 Feb. 3
Uniroyal Limited, Lindsay Plants, Textile Division, Lindsay	Rubber Workers (AFL-CIO/CLC)	Jan. 4

CLOTHING

Associated Fur Industries of Toronto Inc.
Kayser-Roth Industries Limited, London
Men's Clothing Manufacturers Association
of Ontario, Toronto and Hamilton
John Rennie Limited, Guelph

CLOTHING
Fur, Leather, Shoe and Allied Workers
(AFL-CIO/CLC)
Textile Workers Union (AFL-CIO/CLC)
Amalgamated Clothing Workers
(AFL-CIO/CLC)
Amalgamated Clothing Workers
(AFL-CIO/CLC)

May 7
Feb. 32
Feb. 3
June 31

WOOD

Campeau Corporation Limited, Ottawa
Canada Veneers Limited, Pembroke
Dashwood Industries Limited,
Centralia, Dashwood and Mt.
Brydges
Levesque Plywood Limited, Hearst
Weldwood of Canada Ltd., Longlac Div.
Weyerhaeuser Ontario Limited,
Sault Ste. Marie

WOOD
Operating Engineers (I.U.O.E.) (AFL-CIO/CLC)
Carpenters (AFL-CIO/CLC)
Carpenters (AFL-CIO/CLC)
Carpenters (AFL-CIO/CLC)
Carpenters (AFL-CIO/CLC)
Carpenters (AFL-CIO/CLC)
Woodworkers (AFL-CIO/CLC)

May 7
April 4
Mar. 4

FURNITURE AND FIXTURE

Canadian Association of Storefitting
Manufacturers, Toronto
Knechtel Furniture Limited, Hanover
Kroehler Manufacturing Co. Limited,
Stratford
RCA Limited (Cabinet Division)
Owen Sound
Simmons Limited, Bramalea
Sklar Furniture Ltd. Whitby

FURNITURE AND FIXTURE
Carpenters (AFL-CIO/CLC)
Woodworkers (AFL-CIO/CLC)
Upholsterers (AFL-CIO/CLC)
Woodworkers (AFL-CIO/CLC)
Labourers (AFL-CIO/CLC)
Upholsterers (AFL-CIO/CLC)

May 7
April 4
Mar. 4

Atlantic Packaging Company, Toronto
Dryden Paper Company Ltd. Dryden
Nashua Canada Limited, Peterborough

PRINTING
Printing Pressmen (AFL-CIO/CLC)
Paperworkers and Operating Engineers
(I.U.O.E.) (AFL-CIO/CLC)
Printing Pressmen (AFL-CIO/CLC)

May 8
Jan. 19
June 5

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Limited, Toronto
 Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont., and Montreal, Que.
 Council of Printing Industries of Canada, Toronto
 The Globe and Mail Limited, Toronto

PRIMARY METALS

Bundy of Canada Limited, Bramalea Fittings Ltd., Oshawa
 The International Malleable Iron Company Limited of Guelph
 ITT Grinnell Co. of Canada Limited, Toronto
 Stanton Pipes Limited, Hamilton
 Union Carbide Canada Ltd., Welland

METAL FABRICATING

American Can of Canada Ltd., Malton
 American Can of Canada Ltd., Simcoe,
 Ont. and Montreal, Que.
 Anchor Cap & Closure Corporation of Canada Limited, Toronto
 Long Manufacturing Division, Borg-Warner (Canada) Limited, Preston and Galt
 Continental Can Company, Inc., LaSalle and Ville St. Laurent, Quebec; Chatham, Downsview, Etobicoke, New Toronto, Trenton and Weston, Ontario; Edmonton, Alberta; Vancouver, British Columbia
 Fabricated Steel Products (Windsor) Ltd., Windsor

Carlton Cards Limited, Toronto	Independent Greeting Card Workers Union (Ind.)	May	9
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont., and Montreal, Que.	Graphic Arts (AFL-CIO/CLC)	April	7
Council of Printing Industries of Canada, Toronto	Photo-Engravers (AFL-CIO/CLC)	April	41
The Globe and Mail Limited, Toronto	Toronto Newspaper Guild (AFL-CIO/CLC)	Jan.	5
PRIMARY METALS			
Bundy of Canada Limited, Bramalea Fittings Ltd., Oshawa	Auto Workers (CLC)	April	8
The International Malleable Iron Company Limited of Guelph	Steelworkers (AFL-CIO/CLC)	June	6
ITT Grinnell Co. of Canada Limited, Toronto	Steelworkers (AFL-CIO/CLC)	Feb.	6
Stanton Pipes Limited, Hamilton	Steelworkers (AFL-CIO/CLC)	Feb.	5
Union Carbide Canada Ltd., Welland	Electrical Workers (U.E.) (CLC)	May	10
METAL FABRICATING			
American Can of Canada Ltd., Malton	Sheet Metal Workers (AFL-CIO/CLC)	June	7
American Can of Canada Ltd., Simcoe, Ont. and Montreal, Que.	CLC Chartered Locals	April and May	11
Anchor Cap & Closure Corporation of Canada Limited, Toronto	Electrical Workers (U.E.) (CLC)	Feb.	7
Long Manufacturing Division, Borg-Warner (Canada) Limited, Preston and Galt	Machinists (AFL-CIO/CLC)	April	12
Continental Can Company, Inc., LaSalle and Ville St. Laurent, Quebec; Chatham, Downsview, Etobicoke, New Toronto, Trenton and Weston, Ontario; Edmonton, Alberta; Vancouver, British Columbia	Steelworkers (AFL-CIO/CLC)	Feb.	8
Fabricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (CLC)	Jan.	6

METAL FABRICATING (Cont'd)

Foster Wheeler Limited,	Steelworkers (AFL-CIO/CLC)	April 9
St. Catharines	Machinists (AFL-CIO/CLC)	June 9
Ralph Milrod Metal Products Limited,		
Mississauga		
Neptune Meters Limited, Toronto	Steelworkers (AFL-CIO/CLC)	May 13
Procor Limited, Oakville	Boilermakers (AFL-CIO/CLC)	Jan. 6
Stanley Works of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	Feb. 10
Sterling Packaging Products Limited,	Printing Pressmen (AFL-CIO/CLC)	April 13
Scarborough		
Supreme Aluminum Industries Limited,	Employee Council Representatives of Supreme	Jan. 7
Scarborough and Pickering	Aluminum Industries Limited (Ind.)	
Wallace Barnes Company Limited,	Canadian Springmakers' Union (NCCL)	April 11
Hamilton		
 MACHINERY		
Bata Engineering, Div. of Bata	Machinists (AFL-CIO/CLC)	May 14
Industries Limited, Batawa.	Boilermakers (AFL-CIO/CLC)	March 7
James Howden & Parsons of Canada Ltd.,		
Toronto.		
International Harvester Company of	Steelworkers (AFL-CIO/CLC) (office employees)	April and 14
Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	May 18
International Harvester Co. of Canada	Steelworkers (AFL-CIO/CLC)	April 15
Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	April 16
Otis Elevator Company Ltd., Hamilton	Machinists (AFL-CIO/CLC)	March 7
SKF Manufacturing of Canada Ltd.,		
Scarborough		
White Farm Equipment, Brantford	Auto Workers (CLC)	June 32
 TRANSPORTATION EQUIPMENT		
Blackstone Industrial Products Limited,	Auto Workers (CLC)	Jan. 8
Stratford		
Budd Automotive Co. of Canada Ltd.,	Auto Workers (CLC)	April 17
Kitchener		
Long Manufacturing Division,	Auto Workers (CLC)	March 8
Borg-Warner (Canada), Oakville		

TRANSPORTATION EQUIPMENT (Cont'd)

Champion Spark Plug Company of Canada Limited, Windsor	Auto Workers (CLC)	Feb.	11
Gabriel of Canada Ltd., Long Branch	Machinists (AFL-CIO/CLC)	April	18
Houdaille Oshawa Ltd., Oshawa	Auto Workers (CLC)	June	10
National Auto Radiator Manufacturing Company Limited, Windsor	Auto Workers (CLC)	June	11
North American Plastics Co. Limited, Wallaceburg	Auto Workers (CLC)	June	12
Prestolite Company, Division of Eltra of Canada Ltd., Sarnia, Toronto and Maple	Auto Workers (CLC)	April	19
Rockwell International (Canada) Ltd., Chatham, Milton and Oshawa	Auto Workers (CLC)	April	20
Sheller-Globe of Canada, Limited, Kralinator Filters Division, Preston	Steelworkers (AFL-CIO/CLC)	Jan.	9
Thompson Products, a Division of TRW Canada Ltd., St. Catharines	Thompson Products Employees Association (Ind.)	May	15
ELECTRICAL PRODUCTS			
Burndy Canada Ltd., Scarborough	Machinists (AFL-CIO/CLC)	May	16
Canadian Admiral Corporation Ltd., Port Credit	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	May and June	17
Toronto, Peterborough, Guelph, Barrie and Trenton	Electrical Workers (U.E.) (CLC)	March	34
Canadian General Electric Company Ltd., Oakville and Cobourg, Ontario and Montreal, Quebec, and St. Andre East, Que.	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	March	10
Canadian General Electric Company Ltd., Guelph, Peterborough and Toronto	Technical Engineers (AFL-CIO/CLC)	March	11
Crouse-Hinds Canada Ltd. and The Taylor Die and Tool Mfg. Co. Ltd., London	Electrical Workers (I.B.E.W.) (AFL-CIO/CLC)	March	12
Ferranti-Packard Limited, St. Catharines	Steelworkers (AFL-CIO/CLC)	April	23

ELECTRICAL PRODUCTS (Cont'd)

McGraw-Edison of Canada Ltd., Simplicity and Speed Queen Divisions, Cambridge	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	Feb.	14
McGraw Edison of Canada Limited (Power Systems Division), Toronto Philips Electronics Industries Limited, Toronto	Steelworkers (AFL-CIO/CLC) Electrical Workers (I.B.E.W.) (AFL-CIO/CLC)	May	18
		June	13
NON-METALLIC MINERAL PRODUCTS			
Canadian Gypsum Company Limited, Hagersville	Woodworkers (AFL-CIO/CLC)	May	19
Canadian Johns-Manville Co. Ltd., Port Union	Chemical Workers (AFL-CIO/CLC)	May	19
Dominion Glass Company Ltd., Bramalea	Glass and Ceramic Workers (AFL-CIO/CLC)	Jan.	10
CHEMICAL AND CHEMICAL PRODUCTS			
Canadian Industries Limited (Paint & Varnish Plant and Paint Research Laboratory, York Works), Toronto	Steelworkers (AFL-CIO/CLC)	Feb.	15
Cyanamid of Canada Ltd. (Welland Plant), Niagara Falls	Chemical Workers (AFL-CIO/CLC)	June	14
Lever Detergents Limited, Toronto	Chemical Workers (AFL-CIO/CLC)	March	14
MISCELLANEOUS MANUFACTURING			
General Time of Canada Limited, Peterborough	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	May	20
Honeywell Ltd., Scarborough	Auto Workers (CLC)	March	15
ITT Canada Limited, Communications and Controls & Instruments Divisions, Guelph	Steelworkers (AFL-CIO/CLC)	Feb.	16
Monsanto Canada Limited, Woodbridge	Textile Workers Union (AFL-CIO/CLC)	June	15

MISCELLANEOUS MANUFACTURING (Cont'd)

Robertshaw Controls (Canada) Limited, Toronto	Air Canada, system-wide	Canadian Air Line Employees' Assn. (CLC)	March 21
A.G. Spalding & Bros. of Canada Limited, Brantford	Canadian Lake Carriers' Association, Great Lakes	Seafarers (AFL-CIO/CLC)	April 25
	Canadian National Railway Company, Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions (excluding Newfoundland Area, St. Lawrence Region Line in U.S., and Great Slave Branch)	Locomotive Engineers (Ind.)	Feb. 17
	Canadian National Railway Company, System-wide	United Transportation Union (AFL-CIO/CLC) (firemen)	Jan. 12
	Canadian National-Railway Company, System-wide	United Transportation Union (AFL-CIO/CLC) (trainmen)	Jan. 13
	Canadian Pacific Ltd., Atlantic and Eastern Regions	Locomotive Engineers (Ind.)	Feb. 17
	Canadian Pacific Ltd., System-wide	United Transportation Union (firemen and hostlers)	Feb. 17
	Canadian Pacific Ltd., System-wide	United Transportation Union (AFL-CIO/CLC) (trainmen)	Jan. 13
	Government of Canada (Treasury Board)	Canadian Air Traffic Control Association Inc. (CLC)	May 21
	Railway Association of Canada, System-wide	Division 4, Railway Employees' Department (AFL-CIO/CLC) (shopcraft union)	Jan. 13
	Railway Association of Canada, System-wide	Railway, Transport and General Workers (CLC) and 7 other unions (AFL-CIO/CLC) (non-operating employees, clerical, office, road service and residual)	Jan. 14
St. Lawrence Seaway Authority, Ontario and Quebec	Voyageur Colonial Limited, Ottawa	Canadian Brotherhood of Railway, Transport and General Workers (CLC) Railway Transport and General Workers (AFL-CIO/CLC)	June 16
			April 24

COMMUNICATION

Canadian Broadcasting Corporation, Ottawa and Toronto	Newspaper Guild (AFL-CIO/CLC)	Jan.	20
Northern Telephone Limited, various locations in Ontario	Communications Workers AFL-CIO/CLC)	May	22
WHOLESALE TRADE			
Canada Building Materials Ltd. and other ready-mixed concrete companies, Toronto, Hamilton and London	Teamsters (Ind.)	April	26
Ontario Produce Company Limited and Ontario Foods Division of The Oshawa Group Limited	Teamsters (Ind.)	May	23
Samuel, Son & Co. Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	March	22
RETAIL TRADE			
Brewers' Warehousing Company Ltd., Province-wide	Brewery Workers (AFL-CIO/CLC)	Feb.	19
EDUCATION AND RELATED SERVICES			
Etobicoke Borough Board of Education	Canadian Union of Public Employees (CLC) (caretakers and matrons)	June	16
Government of Canada (Treasury Board)	Professional Institute (Ind.) (library sciences group)	June	18
Halton County Board of Education, Burlington	Canadian Union of Public Employees (CLC)	June	17
Lincoln County Board of Education, St. Catharines	Canadian Union of Public Employees (CLC)	April	27
Lincoln County Board of Education, St. Catharines	Canadian Union of Public Employees (CLC) (office and technical employees)	April	29
Metropolitan Toronto Separate School Board	Canadian Union of Public Employees (CLC) (office, clerical and technical employees)	Feb.	21
Niagara South Board of Education, Welland	Canadian Union of Public Employees (CLC)	April	30
North York Borough Board of Education	Canadian Union of Public Employees (CLC) (caretakers and matrons)	May	45

North York Borough Board of Education	Canadian Union of Public Employees (CLC) (office, clerical and technical employees)	May	24
North York Public Library Board, Downsvieu Ottawa Board of Education	Canadian Union of Public Employees (CLC)	March	17
Renfrew County Board of Education	Canadian Union of Public Employees (CLC) (office employees)	March	16
Toronto City Board of Education	Canadian Union of Public Employees (CLC)	May	25
Toronto Board of Education	Canadian Union of Public Employees (CLC) (administration staff)	May	27
Toronto City Board of Education	Canadian Union of Public Employees (CLC) (chief caretakers and engineers)	April	31
Toronto City Board of Education (Public School Secretaries)	Canadian Union of Public Employees (CLC)	May	26
York Borough Board of Education, Toronto	Canadian Union of Public Employees (CLC)	June	18
York County Board of Education, Aurora	Canadian Union of Public Employees (CLC)	April	31
HEALTH AND WELFARE SERVICES			
Joseph Brant Memorial Hospital, Burlington	Canadian Union of Public Employees (CLC)	Feb.	22
Brantford General Hospital and St. Joseph's Hospital, Brantford	Service Employees (AFL-CIO/CLC)	June	19
Chatham Public General Hospital, Chatham	Service Employees (AFL-CIO/CLC)	Feb.	24
Cheroke Hospitals, Hamilton	Canadian Union of Public Employees (CLC)	Feb.	25
N.B. Cook Corporation Limited, Brampton, Mississauga, Pickering and Toronto	Service Employees (AFL-CIO/CLC)	April	41

HEALTH AND WELFARE SERVICES (Cont'd)

Extendicare Ltd., London, Mississauga, North York, Oakville, Peterborough, St. Catharines, Scarborough, Sudbury, and Ottawa

Service Employees (AFL-CIO/CLC)	April 34	
Canadian Union of Public Employees (CLC) Service Employees (AFL-CIO/CLC)	Jan. 15 June 21	
Service Employees (AFL-CIO/CLC)	June 22	
Canadian Union of Public Employees (CLC) Canadian Union of Public Employees (CLC)	Mar. 17 May 27	
Canadian Union of Public Employees (CLC)	May 23	
Service Employees (AFL-CIO/CLC)	Feb. 26	
Royal Victoria Hospital, Barrie; Soldiers' Memorial Hospital, Orillia; St. Andrew's Hospital, Midland; Collingwood General & Marine Hospital, Collingwood; Dufferin Area Hospital, Orangeville; Huntsville & District Memorial Hospital, Huntsville		
St. Catharines General Hospital, St. Catharines and Great Niagara General Hospital, Niagara Falls	June 23	
Canadian Union of Public Employees (CLC) Employees' Association (Ind.)	April 32 Feb. 32	
Service Employees (AFL-CIO/CLC)		
Operating Engineers (I.U.O.E.) (AFL-CIO/CLC) (non-medical employees)	May 28	
Canadian Union of Public Employees (CLC)	May 30	
Service Employees (AFL-CIO/CLC)	Feb. 27	
Sudbury General Hospital Sunnybrook Hospital and 8 other hospitals, Toronto	June 24	

HEALTH AND WELFARE SERVICES (Cont'd)

Thunder Bay City Corporation (Grandview Lodge and Dawson Court, Homes for the Aged)	Service Employees (AFL-CIO/CLC)	May	34
Toronto General Hospital and twelve other hospitals in Toronto	Canadian Union of Public Employees (CLC)	May	30
Toronto Western Hospital, University Hospital, London	Canadian Union of General Employees (CNU)	May	45
Victoria Hospital, London	Service Employees (AFL-CIO/CLC)	May	32
Victoria Hospital, London	Service Employees (AFL-CIO/CLC) (non-medical employees)	May	33
	Service Employees (AFL-CIO/CLC) (Registered Nursing Assistants Group)	June	25
MOTION PICTURE AND RECREATIONAL SERVICES			
Ontario Jockey Club, (Thoroughbred Division), Ontario	Service Employees (AFL-CIO/CLC)	April	34
PERSONAL SERVICES			
Foxhead Inn Limited (Sheraton Brock Hotel & Sheraton Foxhead Inn), Niagara Falls	Hotel Employees (AFL-CIO/CLC)	Feb.	34
Toronto Dominion Centre Heritage Restaurants (Div. of Versafood Services Limited), Toronto	Hotel Employees (AFL-CIO/CLC)	May	35
FEDERAL ADMINISTRATION			
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (Clerical and Regulatory Group)	Jan.	17
Government of Canada (Treasury Board)	Public Service Alliance of Canada (CLC) (Financial Administration Group)	May	36
Government of Canada (Treasury Board)	Public Service Alliance of Canada (CLC) (Firefighters, Supervisory and non- supervisory)	June	26

FEDERAL ADMINISTRATION (Cont'd)

Government of Canada (Treasury Board)

Public Service Alliance of Canada (CLC)
(programme administration group);**PROVINCIAL ADMINISTRATION**

Ontario Government

Ontario Government

LOCAL ADMINISTRATIONEast York Borough Corporation
Etobicoke Borough Corporation
Etobicoke Borough Corporation
(Fire Department)London City Board of Commissioners
of Police
Metropolitan Board of Commissioners
of Police, Toronto

North York Borough Corporation

North York Borough Corporation

North York Borough Corporation
(Fire Dept.)
Oshawa City CorporationOttawa City Corporation
Ottawa City and Regional Municipality of Ottawa-Carleton
Peel Regional Board of Commissioners
of PoliceScarborough Borough Corporation
(Fire Department)
Scarborough Borough Corporation
Scarborough Borough CorporationSudbury City Corporation (Parks and
Recreation Dept.)

April

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Mar. and
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LOCAL ADMINISTRATION (Cont'd)

Thunder Bay City Corporation	Canadian Union of Public Employees (CLC) (inside employees)	May	39
Thunder Bay City Corporation	Canadian Union of Public Employees (CLC) (outside employees)	May	40
Toronto City and Toronto Metro Toronto City (Fire Dept.)	Canadian Union of Public Employees (CLC) Fire Fighters (AFL-CIO/CLC)	May	42
Toronto City and Metropolitan Toronto	Canadian Union of Public Employees (CLC) (outside employees)	Mar.	20
Waterloo Regional Board of Commissioners of Police	Waterloo Regional Police Association (Ind.)	April	38
Windsor City Board of Commissioners of Police	Windsor Police Association (Ind.)	May	42
York Regional Municipality (Police Department)	Regional Municipality of York Police Association (Ind.)	Mar.	20
CONSTRUCTION			
Interior Systems Contractors	Lathers (AFL-CIO/CLC)	May	44
Association of Ontario Ontario Acoustical Association	Painters (AFL-CIO/CLC) (Commercial Agreement)	May	46
Pipe Line Contractors Association of Canada	International Operating Engineers (AFL-CIO/CLC)	June	30
Pipe Line Contractors Association of Canada	Plumbers (AFL-CIO/CLC)	June	29
Toronto Form Work Association	Operating Engineers (I.U.O.E.) (AFL-CIO/CLC)	May	43
Toronto Masonry Contractors Association	Bricklayers (Ind.)	June	30
SPECIAL ITEMS			
MACHINERY			
Dorr-Oliver-Long Limited, Orillia	Steelworkers (AFL-CIO/CLC)	March	6
ELECTRIC POWER, GAS AND WATER UTILITIES			
Toronto Electric Commissioners and Toronto Hydro Electric System	Canadian Union of Public Employees (CLC)	Feb.	19

C A I L

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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS,
≡ CUMULATIVE INDEX

JULY TO DECEMBER 1974



Prepared Jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

C U M U L A T I V E I N D E X

July to December 1974

(First six months appear in June 1973 Issue)

Settlements Reported by Issue and Page

<u>INDUSTRY AND COMPANY</u>	<u>UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
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Abitibi Paper Co. Ltd., Thunder Bay, Sault Ste Marie and Troquois Falls Domtar Woodlands Limited, Nipigon	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Dec.	1
Eddy Forest Products Limited (Forestry Division), Espanola	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Dec.	3
Great Lakes Paper Company Ltd., Thunder Bay	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Dec.	4
Kimberly-Clark Ltd., Longlac	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Nov.	1
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Dec.	2
			3
MINING			
Willroy Mines Limited, Manitouwadge	Steelworkers (AFL-CIO/CLC)	Oct.	1
FOOD AND BEVERAGE			
Burns Foods Ltd., Montreal, Quebec, Kitchener, Ontario, Brandon and Winnipeg, Manitoba, Prince Alberta and Regina, Saskatchewan, Calgary and Edmonton, Alberta, Vancouver, B.C.	Foodworkers (AFL-CIO/CLC)	July and Aug.	1 30

INDUSTRY AND COMPANY

UNION

ISSUE

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FOOD AND BEVERAGE (Cont'd)

Canada Packers Ltd., Charlottetown, P.E.I.,
Montreal and Hull, Quebec; Toronto,
Ontario; St. Boniface and Winnipeg,
Manitoba; Moose, Jaw, Saskatchewan,
Edmonton, Red Deer, Calgary and Lethbridge,
Alberta; Vancouver, B.C.
Christie's Bread, Division of Nabisco
Limited, Toronto
Dare Foods Ltd., (Biscuit Div.), Kitchener
General Bakeries Limited, (G.B. Wonder
Division), Toronto
Heinz, H. J. Company, Leamington
Pepsi-Cola Canada Ltd., Hamilton, St.
Cathartines, and Toronto
Quaker Oats Company of Canada Limited
(Pet Food Division), Trenton
Redpath Sugars Limited, (Toronto
Refinery)
St. Lawrence Starch Company Limited,
Port Credit
Schneider, J.M. Ltd., Kitchener
Swift Canadian Co. Ltd., Moncton, New
Brunswick; Toronto, Ontario; St.
Boniface, Manitoba; Edmonton and
Lethbridge, Alberta; and Richmond, B.C.
Hiram Walker & Sons Limited, Walkerville

Foodworkers (AFL-CIO/CLC)
Foodworkers (AFL-CIO/CLC)

July
Sept.
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Imperial Tobacco Products Ltd., Guelph
TOBACCO

Tobacco Workers (AFL-CIO/CLC)
(plant employees)

Sept.
3

RUBBER

Firestone Canada Ltd., Hamilton
Gates Rubber of Canada Ltd., Brantford
Rubber Workers (AFL-CIO/CLC)
Rubber Workers (AFL-CIO/CLC)

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INDUSTRY AND COMPANY

INDUSTRY AND COMPANY

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<u>INDUSTRY</u>	<u>COMPANY</u>	<u>UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
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B.F. Goodrich Canada Ltd., (Tire Production Plants), Kitchener		Rubber Workers (AFL-CIO/CLC)	Nov.	5
Goodyear Tire and Rubber Company of Canada Limited, Bowmanville		Rubber Workers (AFL-CIO/CLC)	Sept.	6
Goodyear Tire and Rubber Company of Canada Ltd., Toronto		Rubber Workers (AFL-CIO/CLC)	Oct.	2
Mansfield-Demman General Company Ltd., (Tire Division), Barrie		Rubber Workers (AFL-CIO/CLC)	Nov.	6
Minnesota Mining and Manufacturing of Canada Limited, London		Auto Workers (CLC)	July	6
Rubbermaid (Canada) Limited, Mississauga		Auto Workers (CLC)	Sept.	7
Seiberling Rubber Company of Canada Ltd., Toronto		Rubber Workers (AFL-CIO/CLC)	Sept.	4
Standard Products (Canada) Ltd., (Plants 1 and 2), Stratford		Rubber Workers (N.C.C.L.)	Oct.	5
Uniroyal Ltd., Kitchener		Rubber Workers (AFL-CIO/CLC)	Oct.	3

LEATHER

Bata Footwear, Division of Bata Industries Ltd., Batawa, Campbellford, and Picton	Boot and Shoe Workers (AFL-CIO/CLC)	Oct.	7
Star Slipper Co. Limited and Valenti Shoe Ltd., Toronto	Fur and Leather Workers (AFL-CIO/CLC)	Oct.	8

TEXTILE

Allen Industries Canada Ltd., Hamilton Canadian Fabricated Products Limited, Stratford	Auto Workers (CLC) (plant employees)	Oct.	9
Centex Mills Inc., Galt	Auto Workers (CLC)	Dec.	9
Decor Metal Products, Midland, Port McNicoll and Penetanguishene	Textile Workers (AFL-CIO/CLC)	July	7
Dobbie Industries Limited (Worsted Division and Hand Knit Division), Guelph and Cambridge	Textile Workers (AFL-CIO/CLC)	July	8
		Dec.	8

INDUSTRY AND COMPANYPAGE
TEXTILE (Cont'd)ISSUEUNION

Harding Carpets Limited, Brantford	Canadian Textile and Chemical Union (Ind.)	Aug.	2
Huyck Canada Limited, Arnprior	Federal Union (CLC)	Oct.	8
Toby Industries Ltd., Toronto	Textile Workers (AFL-CIO/CLC)	Nov.	38

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National Knitting Mills Co. Ltd., Toronto	Textile Workers (AFL-CIO/CLC)	Sept.	32
Puretex Knitting Company Limited, Toronto	Canadian Textile and Chemical Union (Ind.)	Nov.	9

WOOD

Livingston Industries Ltd., Tillsonburg and Hagersville	Woodworkers (AFL-CIO/CLC)	Dec.	10
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FURNITURE AND FIXTURE

Emanuel Products Limited, Toronto Gold Crest Products Ltd., Toronto	Woodworkers (AFL-CIO/CLC) Canadian Union of Industrial Employees (Ind.)	Dec.	11
Moyer Vico Limited, Holland Landing Sklar Furniture Limited (Pepper Div.), Hanover	Woodworkers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)	Oct. July	11 8

PAPER AND ALLIED

Abitibi Paper Company Limited, (Abitibi Containers Division), Pembroke	Woodworkers (AFL-CIO/CLC)	Aug.	3
Acme Paper Products Company, Division of Gulf Pulp and Paper Company, Toronto	Printing Pressmen (AFL-CIO/CLC)	Aug.	3
American Can of Canada Limited, Brampton Barber - Ellis of Canada Ltd., Brantford Consolidated-Bathurst Ltd., Hamilton	Printing Pressmen (AFL-CIO/CLC)	Dec.	13
Continental Can Company of Canada, Limited, Mount Dennis	Auto Workers (CLC)	Nov.	10
Domtar Packaging Limited (Corrugated Products Division), Toronto	Woodworkers (AFL-CIO/CLC)	July	9
	Printing Pressmen (AFL-CIO/CLC)	Dec.	12
	Chemical Workers (AFL-CIO/CLC)	July	11

INDUSTRY AND COMPANY

PAPER AND ALLIED (Cont'd)

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Lily Cups Limited, Toronto

PRIMARY METAL

Alcan Canada Products Ltd., Kingston
Eldorado Nuclear Limited, Port Hope
Galt Malleable Iron Limited, Galt
Indalex Limited, Toronto

METAL FABRICATING

Aluminum Goods Limited, Division of
Alcan Canada Products Limited, Toronto
Babcock and Wilcox Canada Ltd., Cambridge
The Bridge and Tank Co. of Canada Limited,
(Hamilton Bridge Division), Hamilton
Columbus McKinnon Limited, St. Catharines
Cooper Tool Group Ltd., Port Hope
Crane Canada Limited, Brantford
Crown Cork and Seal Company Limited, Toronto
Decor Metal Products, Midland
Hawker Industries Limited (Canadian Bridge
Division), Windsor
International Tools (1973) Limited, Windsor
Otaco Limited, Orlilia
P. L. Robertson Manufacturing Co. Ltd.,
Milton
A. G. Simpson Company Limited, Toronto
Westeel-Rosco Ltd., Toronto
Windsor Bumper Company Limited, Division
of Gulf and Western (Canada), Windsor

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Steelworkers (AFL-CIO/CLC)	Sept.	11
Employees Association (Ind.)	July	15
Auto Workers (CLC)	Nov.	15
Steelworkers (AFL-CIO/CLC)	July	14
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Steelworkers (AFL-CIO/CLC)	Nov.	13
Simpson Plant Council (Ind.)	Oct.	35
Steelworkers (AFL-CIO/CLC)	July	17
Auto Workers (CLC)	Oct.	12

INDUSTRY AND COMPANYUNIONISSUEPAGEMACHINERY

Canada Machinery Corporation Limited,

Cambridge and Kitchener

Computing Devices of Canada Ltd., Ottawa

Steelworkers (AFL-CIO/CLC)

Employees' Assoc. of Computing

Devices of Canada Ltd. (Ind.)

Steelworkers (AFL-CIO/CLC)

Molders (AFL-CIO/CLC)

Molders (AFL-CIO/CLC)

Molders (AFL-CIO/CLC)

Molders (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

Keeprite Workers Independent Union

Auto Workers (CLC)

Auto Workers (CLC)

Steelworkers (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

TRANSPORTATION EQUIPMENT

American Motors (Canada) Ltd., Brampton

AP Parts of Canada Limited, Toronto

Bendix Automotive of Canada Ltd., Windsor

Fleet Industries, a Division of Ronyx

Corporation Limited, Fort Erie

Gidon Industries Inc., Toronto

Glendale Mobile Homes, Strathtroy

Gould Manufacturing of Canada Limited

(Mechanical Products Division), St. Thomas

Hayes-Dana Ltd., St. Catharines, Thorold

International Harvester Company of Canada

Ltd., Chatham

Orenda Division of Hawker Siddeley Canada

Ltd., Malton

Orenda Division of Hawker Siddeley Canada

Ltd., Malton

Auto Workers (AFL-CIO/CLC)

Auto Workers (CLC)

Auto Workers (CLC)

Machinists (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

Machinists (AFL-CIO/CLC)

Machinists (AFL-CIO/CLC)

Auto Workers (CLC)

Auto Workers (CLC)

Auto Workers (CLC)

Auto Workers (CLC)

Machinists (AFL-CIO/CLC)

(office, clerical and technical employees)

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Croven Limited, Whitby	Auto Workers (CLC)	Oct.
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Emerson Electric Canada Ltd., Napanee	Electrical Workers (U.E.) (CLC)	20
General Signal Appliances Ltd., Welland	Steelworkers (AFL-CIO/CLC)	July
GSW Limited, London, Fergus, Bellwood,	Steelworkers (AFL-CIO/CLC)	Aug.
Hamilton, Ontario and Montreal, Quebec		12
Inglis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	Aug.
RCA Limited, Prescott	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	13
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NON-METALLIC MINERAL PRODUCTS

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Sterling Drug Ltd., Aurora	Oil Workers (AFL-CIO/CLC)	July
Union Carbide Canada Ltd., Lindsay	Printing Specialties and Paper Products Union (AFL-CIO/CLC)	Aug.
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RCA Limited, Smiths Falls	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	July	26
Rockwell International of Canada Ltd., Gananoque	Steelworkers (AFL-CIO/CLC)	Oct.	23
TRANSPORTATION			
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Canadian National Railways, Atlantic (except Newfoundland), St. Lawrence, Great Lakes, Prairie and Mountain Regions	Brotherhood of Locomotive Engineers (Ind.)	Nov.	23
Canadian National Railways (system-wide)	United Transportation Union (AFL-CIO/ CLC) (conductors, baggage men, yardmen, etc.)	Nov.	23
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Canadian Pacific Ltd. (system-wide)	United Transportation Union (AFL-CIO/ CLC) (conductors, baggage men, etc.)	Nov.	24
Canadian Pacific Ltd. (system-wide)	United Transportation Union (AFL-CIO/ CLC) (firemen and hostlers)	Nov.	24
Consumers Distributing, Toronto	Labourers (AFL-CIO/CLC)	Dec.	21
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	Dec.	22
Motor Transport Industrial Relations Bureau of Ontario (Inc.), system-wide	Teamsters (Ind.) (general freight, drivers, dockmen)	Sept.	19

INDUSTRY AND COMPANYUNIONPAGE

TRANSPORTATION (Cont'd)

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Ottawa-Carleton Regional Transit
Commission, Ottawa
Railway Association of Canada
(system-wide)
Railway Association of Canada
(system-wide)

STORAGE

Saskatchewan Wheat Pool, Thunder Bay,
Ontario, Winnipeg, Manitoba, Regina,
Saskatchewan and Vancouver, B.C.

COMMUNICATION

Bell Canada, Quebec and Ontario
Bell Canada, Quebec and Ontario
Bell Canada, Quebec and Ontario

COMPUTERS

Canadian Telephone Employees'
Association (Ind.) (clerical and
associated employees)
Canadian Telephone Employees'
Association (Ind.) (communication
sales employees)
Canadian Telephone Employees'
Association (Ind.) (craft and
service employees)

Teamsters (Ind.) (maintenance
employees, mechanics)
Transit Union (AFL-CIO/CLC)
Various non-operating railway
unions (clerical)
Railway Employees' Department,
Division No. 4 (AFL-CIO/CLC)
(non-operating unions, shopcrafts)

Saskatchewan Wheat Pool Employees'
Association (CLC) (Offices,
Extension and Farm Service Centres)

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ELECTRIC POWER, GAS AND WATER UTILITIES

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in Southern Ontario

Oil Chemical & Atomic Workers (AFL-
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RETAIL TRADE

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INDUSTRY AND COMPANY

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